



California's Office of Data and Innovation (ODI)

INVITES YOUR
INTEREST
IN THE POSITION OF

DIRECTOR

Salary

\$182,964 - \$205,000

ABOUT ODI

The Office of Data and Innovation (ODI) is the lead office responsible for improving Californians' experience of their government. ODI does this by championing human-centered design, empowering the use of data and evidence, and demonstrating modern and agile uses of technology and prototyping.

Our vision is a California where government operations and services are grounded in user needs, data and evidence, and continuous cycles of improvement. We seek to create services that are easy-to-use, equitable, and accessible regardless of ability or background.

The needs and concerns of Californians are the heart and soul of our work. We:

- Design in response to people's experiences and needs and involve them in our process of research and discovery.
- Shape prototypes for new and improved services and use advanced analytics to inform decision-making.
- Scale best practices across state government in user research, content design, engineering, data and analytics, and evaluation.

We're about creating big changes that have a direct impact on people's lives.

[Read more about our work on our ODI Website](#)





ODI TEAM CULTURE

Our team prizes collaboration, transparency, and a culture of learning. We like to move fast and innovate whenever we can. But we also seek to take our time where appropriate and do what is necessary to achieve meaningful outcomes. We recognize that this is a shared journey to re-imagine government services, and progress can only be made together. Through inclusion and intentionality, we strive to deliver excellence.

DIVERSITY, EQUITY, AND INCLUSION AT ODI

ODI is committed to diversity, equity, and inclusion as a core principle. We are committed to the belief that diversity inspires better ideas and more innovative thinking. Feeling included nurtures a shared sense of community and prepares us to take on challenging problems. Prioritizing equity ensures that in everything we do, we focus on those who are overlooked as we seek to build solutions.

We acknowledge our history and present of implicit and structural injustice, bias, and discrimination. We see, hear, and accept each other as each of us brings our lived experiences to our work. We understand this work is never done so we commit to constant improvement. We give each other the support to learn and thrive so we can help all Californians thrive.





ABOUT THE ROLE

California is looking for a leader to take ODI into the next chapter of our work. As the ODI Director you will help modernize the way government entities create, design and implement government programs and services. Managing a team of 64 full time positions with support from additional contractors and partners, you will be responsible for implementing a vision that:

- Improves government services and operations through research and user testing;
- Empowers the use of data for better decisions and outcomes;
- Equips state employees with modern data and service design skills;
- Develops statewide policies and standards for the government service experience;
- Partners with departments to adopt modern data and innovation practices.

A leader of the ODI, you will have a tremendous opportunity to transform how government serves Californians. Serving nearly 40 million people, the State of California offers the incoming Director a large canvas to redefine the government service experience.

ODI is part of the Government Operations Agency which oversees technology, procurement, and hiring entities for the state along with 12 other departments and programs. As the Director of ODI, you will report to the Agency Secretary and work with other government executives.

WHAT WE ARE LOOKING FOR

The ODI Director will apply the methods and values of user centered design to develop a culture of innovation across state government. Leading transformative approaches requires a person that has experience navigating complex environments with patience, perseverance, and empathy.

The Director leadership style is a reflection of the ODI's team values, and it shows in the day-to-day work. This looks like:

- *Discover* - Research and user centered design is the foundation from which all of ODI's work is based. The Director is a champion of user centered design.
- *Test and learn* - The ODI consciously experiments to identify and shape scalable design approaches, tools, and platforms that can be used by others. Demonstrating impact through prototypes, rapid analytics, and the use of lightweight tools are defining features of the ODI design cycle.
- *Scale* - To deliver modernization at scale the ODI assesses and collaboratively redesigns policies, rules, and processes, including capacity building, that impact service delivery and government operations. Working with GovOps and other agency partners, the ODI Director will use service design practices to rethink procurement, hiring, training, data management and analytics, and other operational practices as needed.



THE IDEAL CANDIDATE

- **Leads through empathy.** You are a thoughtful leader and building relationships is a key strength. You have experience leading change and navigating complex relationships.
- **A force multiplier.** You are excited to build on the initial work and vision of ODI and inspire people to work together for a common cause. You impart knowledge with humility and create capacity for change. You have experience growing teams, hiring, and retaining talent. You invest in your team and empower them. They do the same.
- **A life-long learner and teacher.** You recognize that a learning organization starts with you. You are naturally curious and prefer asking questions to making assumptions. You value mistakes big and small for the opportunity they offer to learn more about what works and what doesn't.
- **Conversant in technology.** You know how to leverage technology to enable new business models and transform service delivery. You can speak credibly and effectively to technical audiences, though you're able to take the complex and make it simple.
- **Politically intuitive.** You have a thorough understanding of what it means to work in a large bureaucracy, and how to deliver in one. You are comfortable being the public face of a high profile office and can navigate the political environment.
- **An engaged leader.** You are equally at ease presenting to the Government Executives, department directors, as you are whiteboarding with developers and program staff. You are able to clear barriers, and empower and support staff at all levels.



KEY PARTNERS

- **California's Department of Technology (CDT)** - CDT leads the state's drive to deliver clear, fast, dependable, and equitable public services through the oversight of statewide IT strategic planning, project delivery, procurement, policy and standards, and enterprise architecture. [Read Vision 2023](#)
- **Department of Human Resources (CalHR)** - CalHR is responsible for issues related to employee salaries and benefits, job classifications, civil rights, training, exams, recruitment and retention. [CalHR Website](#)
- **Department of General Services (DGS)** - DGS provides state departments with innovative and sustainable contracting solutions and tools contributing to state government's ability to efficiently and effectively meet the needs of the citizens of California. [DGS Website](#)
- **Government Operations Agency (GovOps)** - The mission of GovOps is to improve management and accountability of government programs, increase efficiency, and promote better and more coordinated operational decisions. Under their direction are 11 departments, including the Department of Human Resources (CalHR), Department of Government Services (DGS), and Department of Technology (CDT). [GovOps Website](#)





POSITION DETAILS

BENEFITS

The state offers a generous benefits package including pension, health benefits (including after retirement), life insurance, employee assistance program, and much more. Visit our [Benefits](#) page to learn about what is available.

SALARY

\$182,964 - \$205,000

LOCATION

Our team is spread out across California. Our main office is in Sacramento. We are a remote friendly workplace. Although you are not required to be in the office every day, you will need to travel as needed to meet with Department Directors and program staff, ODI team and partners, legislative members and staff, and to attend events. We estimate the percentage of time traveling to Sacramento is at least 5 days a month.

APPOINTMENT AND CONFIRMATION

This position is appointed by the Governor of California and may be subject to Senate confirmation.