



MEMORANDUM

Date: October 3, 2022

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Leshner 
County Administrator

Re: **Appointment of Javier Baca as Department of Information Technology Director**

On [June 14, 2022](#), I appointed Mark Hayes as Department of Information Technology Interim Director effective June 19, 2022. In that memorandum, I indicated that we would be conducting a national search to hire a permanent Director for Information Technology.

Recruitment for this position was undertaken via a competitive process that included the screening of over 70 applications and the cross-departmental interviews of 10 applicants. On September 22, 2022, three final candidates, who emerged from the aforementioned process, were interviewed by a committee of Pima County Directors representing the following departments across the organization: Communications, Development Services, PCWIN, Health, Analytics and Data Governance, and Finance. This inclusive process was facilitated by Deputy County Administrator Steve Holmes and was necessary to ensure that candidates could satisfactorily address concerns regarding internal services, current cross-departmental initiatives, and interdepartmental culture.

Based on this selection process, an offer was made to the best suited candidate. As such, I am pleased to announce the appointment of Javier Baca as Pima County Department of Information Technology Director effective October 26, 2022. Mr. Baca will be joining us from the Sunnyside Unified School District where he served as Deputy Superintendent. Mr. Baca brings extensive Information Technology leadership experience, having served as CIO/IT Director for public education for over 23 years. His leadership played a key role in Sunnyside's digital learning transformation focused on providing equitable access to technology for students and parents in the community. His experience includes the successful management of many large-scale technology initiatives across organizations. His leadership priorities include close alignment and collaboration with organizational leadership and exceptional customer service.

Mr. Baca has been recognized as a "Tucson 40 Under 40" award recipient and is the former President of the Arizona Association of Latino Administrators and Superintendents. He is also actively engaged in providing development and mentoring opportunities to youth through his coaching in local club basketball.

Please join me in offering sincere congratulations to Mr. Baca.

JKL/mp

c: Carmine DeBonis, Jr., Deputy County Administrator
Francisco García, MD, MPH, Deputy County Administrator and Chief Medical Officer
Steve Holmes, Deputy County Administrator