

Scott Adrian

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Uniquely positioned to build teams, develop capabilities, and help improve operations through better decision making and creative solutions.

Profile

- Information technology professional with 15+ years serving in local government and consulting in the environmental field.
- Architect of teams, systems, and processes. Work includes leading change, developing and transforming teams, coaching and mentoring, and managing projects.
- Broad experience implementing technology systems in multiple lines of business. Expert in the field of geographic data analysis and visualization. Comprehensive use of Geographic Information Systems (GIS) for problem solving and communication.

Accomplishments

- Information Technology Manager of the Year, Information Technology Team of the Year, Team Collaboration Award, Center for Digital Government Best of Breed Program. Commendations of Excellence for Outstanding Performance and for Innovation.
- Provided leadership and facilitated organizational change in one of the fastest growing communities in California. Provided essential focus for team to succeed in a fast paced working environment with a large number of competing demands and priorities.
- Developed an exemplary local government GIS program that enhanced decision making in multiple departments and became a model for teamwork and collaboration at the City of Roseville. Successfully balanced and prioritized business needs that often conflicted in a complex enterprise environment.
- Reduced maintenance hours while maintaining same service levels and reallocated savings to innovative projects. Created program efficiencies that extended operations of \$1.2m budget by three years.

Skills

Leadership/Management

- Coaching/mentoring
- Capability development
- Cultural change
- Group facilitation
- Change Management
- Strategic planning
- Training/teaching

Analytical

- Business analysis
- Capability maturity
- Needs assessment
- Project management
- Resource analysis
- Root cause analysis
- Technology implementation

Creative

- Data visualization
- System Design
- Process development
- Process improvement
- Synthesis/integration
- Systems thinking
- Decision support

Education

BS Geological Engineering, South Dakota School of Mines and Technology, Rapid City
Business Analysis Certificate, California State University, Sacramento

Experience

IT Program Manager/GIS and Analytics Manager, City of Roseville, California, 2012 to present

- Leveraging organizational change and working within constraints to drive innovation and transform how business is accomplished. Improved workload projecting and prioritizing, focused on core services, and improved processes. Developed a team that became a catalyst for further growth and change.

- Overseeing GIS program direction, vision, and operations. Expanding the role of GIS through partnerships with key lines of local government business such as Utilities, Finance, Economic Development, Public Safety, and Emergency Operations. Improving teamwork with focus on collaboration and partnerships.
- Facilitating groups, coaching and mentoring, writing employee development plans, and developing high performing teams. Evaluating organizational alignment and performing strategic planning. Establishing baseline competencies, building capability, and conducting training.

GIS/Internet Manager, City of Roseville, California, 2004 to 2012

- Redefined GIS program objectives, reset strategy, and transformed the program from a maintenance focus to a value/return focus. Used several approaches to define and measure existing processes and then identify deficiencies and their root causes. Made and implemented recommendations for cost savings, resource efficiencies, organizational changes, and process improvements.
- Managed the operations and maintenance of web services infrastructure, content management system, and collaboration platform. Responsible for security and managed cyber incidents related to malicious disruption of web services. Used web technology for publishing content, data, and services to the public.
- Grew GIS from a departmental technology to an enterprise program. Work included growing team skills, expanding available business solutions, upgrading infrastructure, and hiring staff. Also performed a series of data improvements that positioned the GIS as an authoritative system of record for information.

Senior GIS Analyst, City of Roseville, California, 1997 to 2003

- Developed the expertise, skills, and capabilities of a core team of GIS users. Trained core team to apply GIS technology for analysis and problem solving. Facilitated transition to new technology and processes.
- Managed and guided all aspects of the multi-year Roseville GIS implementation from pilot through design, development, and operations. Acquired hardware, software, personnel, and other resources required to implement the GIS program. Oversaw all aspects of data development including conversion, collection, scrubbing, and quality control.
- Initiated processes for creating and maintaining high quality data that would support analytics and contribute to better decision making. Identified concepts and findings to be communicated and developed strategies for clearly communicating and visualizing them.

GIS Coordinator, Radian International, Sacramento, California, 1992 to 1997

- Established office-wide GIS expertise and capabilities. Acquired hardware, software, and resources to develop GIS infrastructure. Developed database and software tools for managing laboratory data, performing analysis, and mapping results. Devised analysis and visualization techniques.
- Planned, scheduled, budgeted, and managed GIS implementation projects for clients in a variety of federal government, local government, and private industry settings. Performed user needs analyses, conversion efforts, database design, application development, and training.

Hydrogeologist, Radian International, Sacramento, California 1988 to 1992

- Wrote technical reports documenting site investigations, interpreting findings, and recommending courses of action. Developed strong writing skills, a concise writing style, and a communication approach based on simplicity and clarity.
- Managed environmental field investigations involving soil, air, groundwater, and soil gas sampling. Work included field program planning and preparation, data collection and mapping, crew and subcontractor supervision, laboratory coordination, and mobile technology.