Chief Information Officer
MIT Lincoln Laboratory
Lexington, Massachusetts

THE SEARCH

MIT Lincoln Laboratory ("the Laboratory") is seeking a strategic, dynamic, and forward-looking Chief Information Officer ("CIO") to lead their enterprise IT organization and shape the future of information technology across the Laboratory. The CIO will serve as the senior information technology leader, responsible for guiding an innovative, comprehensive, and secure enterprise IT strategy that enables the Laboratory's scientific research, administrative operations, and overall organizational mission.

MIT Lincoln Laboratory is a federally funded research and development center whose mission is to develop advanced technology in support of national security. They deliver transformative solutions to the nation's most complex and urgent technical challenges, combining scientific innovation with applied science and engineering excellence. The Laboratory distinguishes itself from many other national R&D institutions through its emphasis on building operational prototypes—turning innovative concepts into real-world systems that can be deployed and tested. Its work spans a wide range of cutting-edge technologies, including high-resolution radar systems, space communications, advanced lasers, and secure computing platforms.

This is an exceptional opportunity for a seasoned executive who brings deep expertise in enterprise IT leadership, enterprise application and technology capabilities, cybersecurity operations, and research technology infrastructure within complex, mission-driven environments.

Please direct all inquiries, nominations, and applications to Isaacson, Miller as indicated at the end of this document. **Selected candidate will be subject to a pre-employment background investigation and must be able to obtain and maintain a Top-Secret level DoD security clearance.**

ABOUT MIT LINCOLN LABORATORY

MIT's mission to advance knowledge in science and technology includes a longstanding dedication to national security, exemplified by the creation of MIT Lincoln Laboratory. Originating from the WWII-era Radiation Laboratory, MIT Lincoln Laboratory was founded in 1951 to develop the nation's first air defense system, SAGE, which introduced groundbreaking technologies and a systems engineering approach still central to its work today. Over the decades, the Laboratory has continued to evolve, addressing emerging threats and contributing critical innovations in support of U.S. defense.

The Laboratory's success in developing field-ready systems is supported by world-class facilities, such as a premier semiconductor research and fabrication lab, a flight facility with custom aircraft for airborne system testing, and New England's most powerful supercomputing center. These resources enable Lincoln Laboratory to rapidly prototype and evaluate complex technologies in realistic environments.

At the heart of this innovation is a highly skilled and creative workforce that collaborates across disciplines to address diverse challenges—from missile defense and space surveillance to secure communications and biomedical devices. The organizational structure is designed to foster open communication and idea exchange, with only three primary management levels: the Director's Office, division heads, and group leaders. Oversight and strategic guidance are provided by MIT leadership, a Joint Advisory Committee representing all military branches, and an external Advisory Board composed of leaders from government, industry, and academia.

Since its founding in 1951, Lincoln Laboratory has maintained a strong connection to MIT and a consistent mission: applying technology to protect the nation. From pioneering computer applications during the development of the first U.S. air defense system to tackling today's evolving security threats, the Laboratory continues to push the boundaries of innovation. Its legacy is one of technological excellence, national service, and a commitment to solving the most pressing challenges in defense and humanitarian efforts.

ABOUT THE INFORMATION SERVICES DEPARTMENT

The Information Services Department (ISD) is responsible for the enterprise IT strategic vision with a mission to provide innovative enterprise application and technology solutions that enable all Laboratory staff to effectively and securely perform their role in support of the Laboratory's national research mission. The department's vision is intensely focused on being the trusted partner, advisor, and enterprise solutions provider, anticipating technology trends and leading the laboratory in adopting emerging and effective technology solution opportunities. ISD comprises approximately 230 personnel, including staff and contingent workers, and operates with an annual budget of around $85 million.

ROLE OF THE CHIEF INFORMATION OFFICER

Reporting directly to the Laboratory's Chief Operating Officer, the Chief Information Officer serves as a member of the executive leadership team and a strategic advisor on all aspects of information technology. This role is pivotal in delivering the applications, infrastructure, and digital capabilities that support and advance the Laboratory's mission. The CIO is responsible for overseeing the full scope of IT services and strategy, including enterprise applications, cybersecurity, research computing, digital transformation, infrastructure, data and analytics, artificial intelligence platforms, and user support services.

The CIO holds two primary roles: leading the Information Services Department (ISD), which provides enterprise IT services, and serving as the senior IT leader for the Laboratory, guiding IT professionals across the organization. As head of ISD, the CIO directly manages a leadership team of six, who oversee daily operations across ten functional areas. In the broader Laboratory context, the CIO also provides indirect oversight to nine IT managers within the Technical Research Divisions.

In addition to operational responsibilities, the CIO plays a key role in several Laboratory governance bodies, including the IT Executive Committee, IT Security Committee, Enterprise Capabilities Board, Efficiency Team, Risk Management Board, Emergency Action Team, Mission Assurance Board, and the Laboratory Executive Leadership Team.

The ideal candidate will lead a well-established and highly skilled IT organization, fostering a culture of innovation and service excellence. The CIO will collaborate closely with leaders across technical and business domains, as well as external partners, to ensure that the Laboratory's IT infrastructure effectively supports both current operations and long-term strategic objectives.

OPPORTUNITIES AND CHALLENGES

Strategic Leadership

The Chief Information Officer will define and execute a forward-looking IT vision and roadmap that aligns with and advances the Laboratory's mission and organizational priorities. Serving as a senior advisor to executive leadership, the CIO will provide guidance on emerging technologies, digital capabilities, infrastructure investments, and data strategy to ensure the Laboratory remains at the forefront of innovation. This role also requires building strong cross-departmental relationships to ensure IT services are responsive to evolving institutional needs, while actively collaborating with MIT Campus leadership to identify and pursue shared opportunities and infrastructure initiatives that benefit both organizations.

Research Computing and Mission Enablement

The Chief Information Officer plays a vital role in enabling the Laboratory's mission by advancing research computing capabilities and fostering secure, collaborative environments for data-intensive science. This includes expanding high-performance computing resources, secure research platforms, and tools that

support complex workflows and interdisciplinary collaboration. The CIO will work closely with scientific leadership to ensure that IT infrastructure is aligned with the evolving demands of cutting-edge research programs. Additionally, the CIO will represent the Laboratory in external partnerships with federal agencies, academic institutions, and industry, helping to shape national efforts in advanced computing and data management while promoting innovation and shared progress.

Cybersecurity, Compliance, and Risk

The CIO will provide strategic leadership in cybersecurity, compliance, and enterprise risk management, working closely with the Chief Information Security Officer to develop and enforce a robust cybersecurity framework aligned with federal standards such as NIST, CMMC, DFARS, and FISMA. This role ensures that systems and processes are designed to protect sensitive research data, intellectual property, and personal information across the Laboratory. The CIO will also guide the organization's approach to identity and access management, incident response, and overall risk posture, helping to safeguard the Laboratory's digital assets and enabling secure and resilient operations.

Enterprise Systems and Operations

The CIO will lead the strategic direction and operational excellence of the Laboratory's enterprise systems and IT infrastructure. This includes overseeing the planning, deployment, and optimization of critical enterprise applications such as ERP systems, business intelligence tools, digital collaboration platforms, and cloud technologies. The CIO will ensure the infrastructure is secure, scalable, and reliable, supporting 24/7 operations and remote access across the organization. A key focus will be driving continuous improvement through automation, analytics, and modernization initiatives, while implementing the Laboratory's Data Strategy to enable efficient, enterprise-level management of research, technical, and operational data. Additionally, the CIO will complete the development and deployment of the Laboratory's generative artificial intelligence platform ecosystem, enhancing both operational efficiency and research capabilities.

IT Governance and Stakeholder Engagement

As the senior IT leader, the Chief Information Officer (CIO) will champion effective IT governance practices that foster transparency, strategic alignment, and cross-functional prioritization across the Laboratory. This role requires regular engagement with leaders from science, engineering, human resources, finance, facilities, and compliance to understand organizational needs and deliver integrated, mission-driven technology solutions. The CIO will also serve as a key communicator, translating complex technology opportunities and constraints into clear, actionable insights for both technical and non-technical stakeholders, ensuring that IT initiatives are well understood and broadly supported.

Organizational Leadership and Workforce Development

The Chief Information Officer will lead and cultivate a high-performing IT team by overseeing recruitment, performance management, succession planning, and staff engagement. The CIO will foster a culture rooted in collaboration, subject matter expertise, and continuous learning, ensuring the IT organization remains agile and responsive to evolving needs. By inspiring innovation and accountability across a multidisciplinary workforce—including technologists, engineers, analysts, and support professionals—the CIO will empower teams to deliver impactful solutions that advance the Laboratory's mission and strategic goals.

QUALIFICATIONS AND CHARACTERISTICS

MIT LL will consider candidates with a broad range of backgrounds. The ideal candidate is a strategic and operational technology leader who has successfully led IT organizations in highly complex, mission-driven environments, preferably with national security, defense, or research affiliations.

Required Qualifications

- A minimum of 12 years of progressive IT leadership experience with increasing responsibility, preferably in research, defense, national laboratories, higher education, or other secure, regulated environments. Prior C-suite level IT leadership experience is preferred.
- Demonstrated expertise in multiple domains of IT, including enterprise architecture, Enterprise Resource Planning (ERP) systems, cybersecurity, research computing, cloud strategy, and systems integration.
- Experience building and leading large technical teams and managing multi-million-dollar operating budgets.
- Strong track record of aligning IT initiatives with strategic business or mission outcomes.
- Deep understanding of cybersecurity principles and federal compliance frameworks (e.g., NIST 800-53, 800-171, CMMC).
- Excellent interpersonal and communication skills with the ability to engage, influence, and build consensus among diverse internal and external stakeholders.
- Bachelor's degree required; an advanced degree in a related field (e.g., Computer Science, Information Systems, Engineering, Business Administration) is strongly preferred.

Preferred Qualifications

- Experience working in a government-funded, research-oriented, or national lab setting.
- Experience leading successful ERP integration and other major IT transformation efforts.
- Familiarity with IT governance, research data management, and enterprise transformation.
- A commitment to fostering a work environment where individuals and teams can thrive.

- Personal and professional credibility, relationship management skills, and the ability to manage by influence are imperative.
- Emotional intelligence, sound judgment, and a collaborative leadership style.
- Demonstrated ability to provide motivational leadership for IT staff (direct and indirect reports) at all levels
- Passion for enabling scientific discovery and national service through technology.

LOCATION AND COMPENSATION

MIT Lincoln Laboratory is based in Lexington, Massachusetts and this will be an onsite position. The Hiring Range for this role is $360,000-$410,000, commensurate with experience.

Disclaimer: MIT Lincoln Laboratory provides a typical hiring range as a good faith estimate of what we reasonably expect to offer for this position at the time of posting. The final salary offered to a selected candidate will depend on various factors, including—but not limited to—the scope and responsibilities of the role, the candidate's experience, skills and education/training, internal equity considerations and applicable legal requirements. This range reflects base salary only and does not include additional forms of compensation or benefits.

At MIT Lincoln Laboratory, our exceptional career opportunities include many outstanding benefits to help you stay healthy, feel supported, and enjoy a fulfilling work-life balance. Benefits offered to employees include:

- Comprehensive health, dental, and vision plans
- MIT-funded pension
- Matching 401K
- Paid leave (including vacation, sick, parental, military, etc.)
- Tuition reimbursement and continuing education programs
- Mentorship programs
- A range of work-life balance options
- ... and much more!

Please visit our Benefits page for more information. As an employee of MIT, you can also take advantage of other voluntary benefits, discounts and perks.

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MIT Lincoln Laboratory is an Equal Employment Opportunity (EEO) employer. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, veteran status, disability status, or genetic information; U.S. citizenship is required.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search. Electronic submission of materials is strongly encouraged.

Dan Rodas, Partner
Liz Braun, Managing Associate
Kristen Andersen, Senior Associate
Seema Khan, Search Coordinator
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