Deputy Chief Information Officer of Applications
MIT Lincoln Laboratory
Lexington, Massachusetts

THE SEARCH

MIT Lincoln Laboratory ("the Laboratory") is seeking a visionary and collaborative Deputy Chief Information Officer of Applications ("Deputy CIO") to provide executive leadership for the Laboratory's enterprise applications ecosystem. This leader will define and drive the applications strategy across ERP, CRM, web platforms, and other mission-critical business systems, ensuring they operate efficiently, integrate seamlessly, and deliver measurable value to scientific, operational, and administrative functions. The Deputy CIO will partner closely with Laboratory executives, business process owners, and fellow IT leaders to modernize legacy environments, introduce innovative platforms and automation capabilities, and architect scalable solutions that strengthen the Laboratory's ability to execute its national-security research 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 role represents a compelling opportunity for a seasoned applications executive with deep experience leading large-scale application transformations in complex, highly regulated environments. The Deputy CIO for Applications will oversee the full lifecycle of enterprise systems—from strategy and selection to implementation, optimization, and retirement—while championing user-centric design, operational excellence, and continuous improvement. Success in this position requires exceptional leadership, a strong command of enterprise application architectures and SDLC processes, and the ability to translate

technical concepts into business outcomes for C-suite stakeholders. The ideal candidate brings a proven record of shaping cohesive application portfolios, fostering high-performing teams, and delivering modern, reliable, and secure platforms that advance organizational priorities.

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 DEPUTY CHIEF INFORMATION OFFICER OF APPLICATIONS

The Deputy CIO for Applications serves as the executive leader responsible for the Laboratory's entire portfolio of enterprise applications—from ERP and CRM platforms to web-based and other mission-critical business systems. This role oversees the strategic direction, architectural design, development, operations, and ongoing support of these systems, drawing on deep experience with complex application modernization efforts and close collaboration with senior executives and key stakeholders. Reporting to the CIO, the Deputy CIO for Applications chairs the Enterprise Applications Governance Board, partners closely with the Deputy CIOs for Infrastructure and for Data, Analytics, and AI, works directly with business process owners, and aligns project priorities with guidance from the Enterprise Capabilities Board. Through a focus on innovation and scalable, dependable solutions, this leader ensures that enterprise applications run effectively, integrate smoothly, and deliver maximum value to the Laboratory's mission and operations.

OPPORTUNITIES AND CHALLENGES

Strategic leadership and vision for enterprise applications

The next Deputy CIO will bring strategic leadership and vision to the enterprise applications landscape by defining a clear, forward-looking applications strategy and establishing an operating model that aligns architectures, delivery approaches, and capabilities with organizational goals. Through close collaboration with executive leadership, business and research partners, and governance bodies, the Deputy CIO will ensure that applications are efficient, integrated, and positioned to deliver measurable value. The incumbent will guide the full lifecycle of ERP, CRM, web, and other enterprise systems while driving modernization, cloud adoption, and the introduction of new platforms and automation tools. By mentoring teams, managing key vendor relationships, translating technical concepts for stakeholders, and ensuring compliance with federal R&D requirements, the Deputy CIO will shape a cohesive, future-ready applications ecosystem that supports the Laboratory's mission and long-term vision.

Partnerships, governance, and stakeholder engagement

This leader will cultivate strong relationships across the organization—acting as the bridge between IT and business operations, collaborating directly with process owners, and ensuring that application initiatives deliver clear, measurable value. They will engage stakeholders at every level by translating technical issues into accessible language, aligning priorities across IT domains, and fostering trust through transparent communication and shared decision-making. Through effective vendor management,

cross-functional coordination, and a commitment to regulatory compliance, the Deputy CIO will strengthen governance structures and create an environment where enterprise applications consistently support organizational goals.

Application lifecycle management and technology modernization

The next Deputy CIO will oversee every stage of the enterprise applications portfolio—from selecting and implementing new systems to maintaining, optimizing, and ultimately retiring them. Working closely with business process owners, the Deputy CIO will ensure that ERP, CRM, web, and other critical platforms remain reliable, high-performing, and aligned with organizational objectives. They will drive modernization by integrating cloud capabilities, updating legacy systems, and introducing new tools and automation that enhance efficiency and reduce redundancy. Through continuous evaluation of application performance, adherence to regulatory requirements, and coordination with other IT leaders, the Deputy CIO will build a cohesive, future-ready applications ecosystem that supports long-term mission needs.

Team leadership and talent development

The next Deputy CIO will guide and develop a high-performing team of application developers, analysts, and administrators while fostering a culture of continuous learning and innovation. The Deputy CIO will mentor staff in emerging technologies, build the competencies needed to execute the applications strategy, and create an operating model that empowers teams to deliver reliable, integrated, and mission-aligned solutions. Through clear communication, cross-functional collaboration, and effective vendor management, the Deputy CIO will cultivate an environment where technical talent thrives, roles are aligned to strategic goals, and teams are equipped to modernize systems, adopt new platforms, and support the Laboratory's vision.

QUALIFICATIONS

- A bachelor's degree, master's degree preferred, in computer science, engineering, business, or a related field.;
- Minimum of 15 years in IT applications roles with proven experience in a senior applications leadership role, with a track record of successfully implementing applications strategies in a complex organizational environment;
- Strong understanding of large-scale applications SDLC processes;
- Exceptional leadership and interpersonal skills, with the ability to influence and engage stakeholders at all levels of the organization;
- Strong analytical and problem-solving skills, with the ability to translate complex data into actionable insights.

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 **$250,000-$320,000**, 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
Isaacson, Miller