Deputy Chief Information Officer of Data, Analytics, and Artificial Intelligence (AI)
MIT Lincoln Laboratory
Lexington, Massachusetts

THE SEARCH

MIT Lincoln Laboratory ("the Laboratory") is seeking a visionary and results-driven Deputy Chief Information Officer (Deputy CIO) of Data, Analytics, and Artificial Intelligence (DA&AI) to lead the Laboratory's enterprise data and AI strategy. This inaugural position will serve as the senior leader responsible for refining and executing a comprehensive DC&AI approach that enables operational excellence, research advancement, and organizational transformation. Reporting to the CIO and collaborating closely with other technology leaders, this is an exceptional opportunity for a seasoned executive with deep expertise in building and managing large-scale data ecosystems and advanced analytics and AI capabilities within complex, mission-driven environments.

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.

The Deputy CIO of DA&AI will oversee the strategy, architecture, development, and operations of Laboratory-wide data and AI platforms, ensuring they are secure, and integrated to deliver maximum efficiency. The ideal candidate will bring proven experience in enterprise data leadership, agile product development, and ethical AI practices, along with exceptional communication and change management skills to influence stakeholders and advance the Laboratory's mission through innovative data and AI solutions. The incumbent will bring deep expertise in large-scale data environments, advanced analytics,

and AI technologies, along with exceptional collaboration skills to engage C-suite leaders and key stakeholders across the organization.

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 DATA, ANALYTICS, AND AI

Reporting directly to the Laboratory's Chief Information Officer, the inaugural Deputy Chief Information Officer of Data, Analytics, and Artificial Intelligence will serve as a senior leader and strategic advisor on all aspects of data and AI strategy. The Deputy CIO is responsible for overseeing the full scope of data and AI services and strategy, including governance, architecture, product development, and lifecycle management for data platforms, analytics tools, and AI ecosystems.

This leader will collaborate closely with the CIO, other Deputy CIOs, and business process owners to ensure alignment with enterprise priorities. This position directs the execution of the Laboratory's data and analytics advancements, establishes operating models for technical and research data products, and builds trust with data domain owners to maintain high-quality, mission-critical data. In addition to operational leadership, the Deputy CIO plays a key role in fostering a data-driven culture, developing talent, and ensuring the ethical and responsible use of AI.

OPPORTUNITIES AND CHALLENGES

Strategic leadership and vision

The Deputy CIO of DA&AI will provide strategic leadership and vision by refining, communicating, and executing a comprehensive data, analytics, and AI strategy that aligns with the organization's R&D mission. This role will direct the full AI portfolio—including data models, large language models, platforms, applications, and infrastructure—ensuring these systems are scalable, reliable, and seamlessly integrated to deliver maximum value. By instituting a robust operating model with governance, architectures, and delivery frameworks, the Deputy CIO will establish the foundation for effective execution. Through close collaboration with executive leadership and domain experts, they will ensure data is curated, preserved as a critical asset, and AI-ready, while tracking and measuring the results derived from these assets. Additionally, they will clearly communicate the tangible business impact of AI initiatives across the enterprise.

Data governance and compliance

The next Deputy CIO of DA&AI will institute an operating model that embeds governance mechanisms across the data, analytics, and AI ecosystem. This includes fostering data stewardship in collaboration with business and research leaders, as well as security, privacy, risk, and compliance stakeholders. This leader will maintain trust in AI-ready data assets by enforcing standards for data quality, comprehensiveness, and readiness, while ensuring adherence to regulatory requirements, data protection laws, and industry-specific standards. Working closely with legal and compliance teams, they will safeguard the

organization's data practices and partner with the Chief Information Security Officer and Chief Ethics and Compliance Officer to oversee the ethical and responsible use of data and algorithms. By establishing clear guidelines to prevent misuse and protect individual privacy beyond regulatory mandates, the Deputy CIO will position the organization as a leader in ethical, compliant, and secure data management.

Technology enablement and product delivery

The Deputy CIO will deliver iterative improvements on critical AI products and will enable integrated product teams and foster a human-centric design with continuous feedback loops. They will introduce metrics and OKRs to track product performance, adoption, and customer impact, ensuring alignment with strategic objectives. Through this approach, the Deputy CIO will accelerate delivery while maintaining trust in AI-ready data assets and supporting the Laboratory's strategic vision.

Culture, talent development, and value realization

The Deputy CIO will play a pivotal role in fostering a data-driven culture and building organizational capabilities that promote the value of AI. They will lead transformation efforts by promoting data literacy, AI literacy, and related competencies across the enterprise, ensuring that employees at all levels embrace data-driven decision-making. Through talent development initiatives, the Deputy CIO will cultivate the skills and behaviors needed to support innovation and sustain long-term success. Additionally, they will communicate outcomes to stakeholders to reinforce the tangible benefits of AI investments. By aligning culture, talent, and measurable value, they will ensure that AI becomes a strategic asset that drives mission-critical outcomes.

QUALIFICATIONS

- A bachelor's or master's degree in business, data science, computer science, statistics, or a related field;
- Desired, but not required, certifications in data science, AI, cloud platforms (AWS, Azure, Google Cloud), and project management (PMP, Agile);
- Minimum of 15 years in progressive IT or technical leadership roles as well as proven experience in a senior data, analytics, or AI leadership role, with a track record of successfully implementing business transformation and data-driven strategies in a complex organizational environment;
- Strong understanding of data management, analytics, machine learning, and AI technologies, as well as experience with data visualization and business intelligence tools. Has direct experience overseeing product teams using standard agile methodologies such as Scrum or SAFe (scaled agile framework);
- Exceptional leadership and interpersonal skills, with the ability to influence and engage stakeholders at all levels of the organization. Proven track record developing multi-disciplinary staff to improve collaboration and coordination across an organization as well as fostering the ability to strategize across boundaries;

- Strong verbal and written communications skills across all organizational levels to foster understanding and strong relationships that will advance this new strategy, improve access to operational plans to improve understanding and productivity and to minimize confusion and misunderstanding;
- Demonstrated experience assessing the impact of changes on impacted stakeholders, imploring effective training, support programs, and communications to promote successful transition and intended delivered value;
- Understanding of the broader business context and how data and AI initiatives align with organizational goals at MIT Lincoln Laboratory. Demonstrated ability to articulate the value of data and analytics in business terms, ensuring the focus on outcomes resonate with the Laboratory's executive leadership and community;
- 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.

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.

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