perfect Vision

Focus Your Future on ITD

www.nd.gov/itd

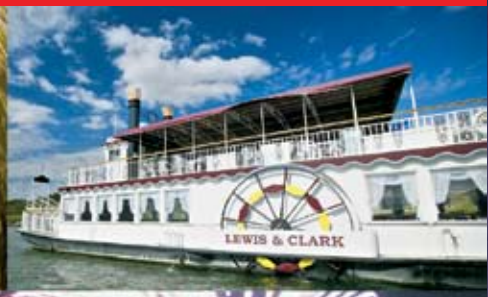
ITD

Information Technology Department

North Dakota Tourism/Dawn Charging

North Dakota Tourism/Jason Lindsey

North Dakota Tourism/David Lee



North Dakota Tourism/Jason Lindsey

North Dakota Tourism/Daphne Kinzler

North Dakota Tourism/Jason Lindsey

North Dakota Tourism/Gene Kellogg

ITD is growing IT in North Dakota, and we're setting our SIGHTS on you.

ITD is redefining the image of government – in attitude and atmosphere. The Scene is exciting, fast-paced, and constantly changing. Plus, we offer the career stability of a government agency not typically found in the IT industry. ITD is characterized by smart, dedicated people working hard at jobs that are changing government and business in North Dakota. Our campus, culture, and community create an environment that lets you maximize your time for work and play.

The Campus

Our offices are primarily located in the State Capitol building, where ITD employees enjoy a pristine campus on 134 acres of immaculately groomed gardens, a waterfall, and grounds with walking paths, historical monuments, and quiet retreats for picnic lunches and mid-day breaks.

The Culture

ITD employees enjoy a flexible work environment with managers who cultivate a supportive, team atmosphere. We invest significantly in training and education. Our employees are challenged to stay ahead of the ever-changing technologies. At ITD, work is a continuous learning experience to be shared with fun, motivated people committed to mutual goals.

The Community

Bismarck-Mandan is a welcoming, relaxed community that blends the amenities of a large city with the warmth and natural beauty of the upper Midwest. Residents enjoy a surprising collection of authentic, locally-owned restaurants, while area artists keep the community alive with music, ballet, drama, and jazz. Residents enjoy easy access to world-class recreation and sporting events. Located along the Missouri River and one hour from beautiful Lake Sakakawea, people enjoy walleye and salmon fishing, boating, sailing, and other water sports. We're a short drive from the untamed badlands that boast the last, best undiscovered hiking, biking, and camping areas in the nation. Nearby Medora is home to Bully Pulpit, one of *Golf Digest's* best new golf courses in the nation, and our community offers many scenic trails for walking, roller blading, or biking. Best of all, you'll have the time and peace of mind to enjoy all these amenities. North Dakota has one of the shortest commute times and one of the lowest crime rates in the nation.

Our Mission

To provide leadership and knowledge to assist our customers in achieving their mission through the innovative use of information technology.

ITD's Guiding Principles

Respect
We treat everyone with dignity and respect.

Teamwork
We recognize ITD's success depends on partnerships and collaboration.

Achievement
We develop quality solutions that best address the needs of our state.
We are committed to delivering results – on time and within budget.

Integrity
We build long-term, lasting relationships through mutual trust.
We value open, honest, two-way communication.

Leadership
We encourage initiative and creativity.
We are committed to investing in knowledge and expertise.

Service
We hold ourselves accountable for a positive customer experience.

Clear Vision from the top

Our State Chief Information Officer and management team are the innovative leaders of ITD who understand that quality IT employees are essential to engineering quality IT programs and services. Their open-style leadership creates a culture that values employee involvement and maximizes talents.

Qualities we seek in Employees

INNOVATIVE
PASSIONATE
MOTIVATED
RELIABLE
FRIENDLY
BRIGHT
COMMITTED

Nearsighted

ITD provides today's technology business solutions to more than 110 unique education, state, and county entities. Our employees are technology consultants, project managers, planners, analysts, technicians, systems designers, customer service specialists, and IT architects.

Farsighted

ITD is increasing IT capacity throughout North Dakota. We're providing technology leadership for state government and the state as a whole, promoting high-tech tools for delivering government services, business, and commerce throughout the state. Today's economy requires progressive planning, bold action, and up-to-the-minute knowledge of the latest technology innovations. And ITD is delivering IT to meet the expectations of our customers.

"I feel empowered to make the right decisions, and I have the ability to ask others for assistance..."

"I'm able to use both my technical and social skills. I enjoy helping others and guiding them to the right technology to achieve their goals."

"I'm very pleased with the group of people I work with on a daily basis and am amazed at all of the other talented people within ITD I'm still meeting."

Magnify your skills

Maximizing Technology

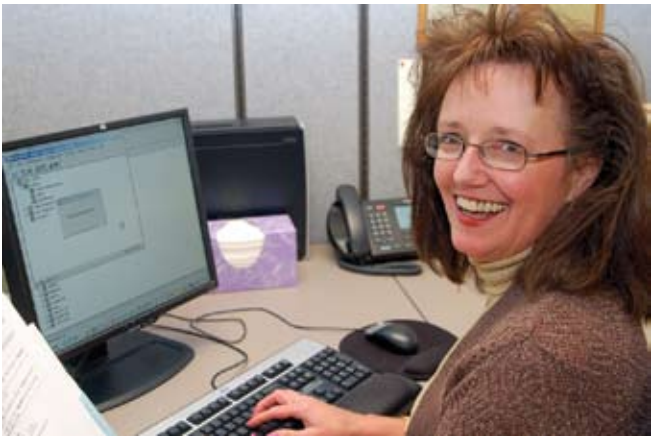
Working at ITD provides a challenging atmosphere much like any complex corporation. ITD employees support more than 110 different government and education entities, each with their own unique functions and needs. We're a full-service IT provider, delivering consulting services, IT planning, and application development solutions, web design and portal management, network and systems design and support, security design and administration, and project management.

Maximizing Talent

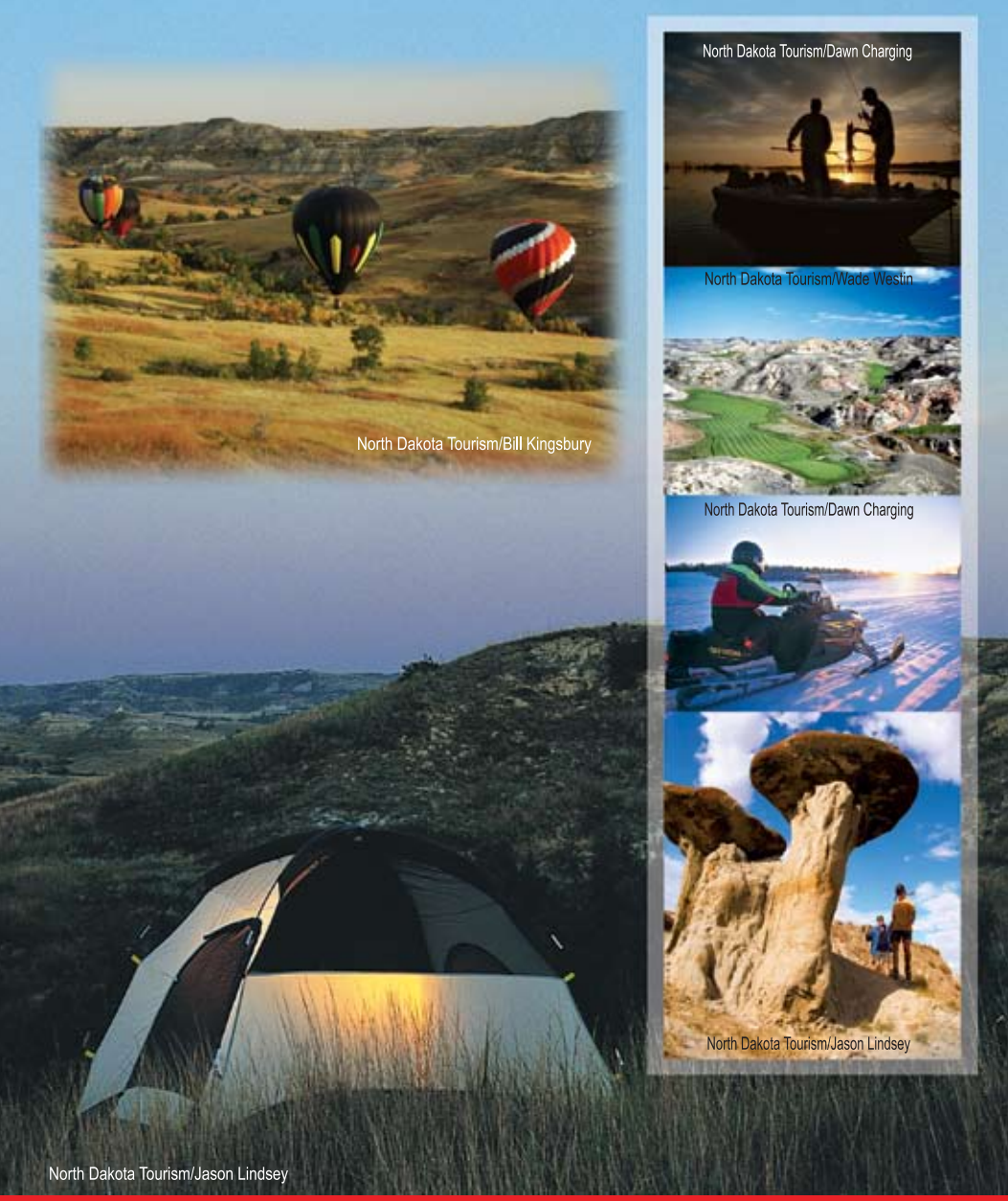
We invest significantly in ongoing education and training. ITD employees receive an average of 40 hours of training per year. The greatest tribute to our investment in employees is the numerous and aggressive attempts other companies make to recruit away our highly skilled team members.

Maximizing Opportunities

At ITD, you'll be working with tomorrow's technology today. Many of the technology career opportunities in the nation are available at ITD.



"ITD is firmly committed to professional development. Employees have a say in which direction they want their careers to go."



"My work feels meaningful. I like being able to contribute to the good of the North Dakota people..."

Generous benefits, your clear advantage

ITD offers employees a competitive salary and benefits package. In fact, we offer one of the most comprehensive benefit packages available today. Our benefits add approximately 45 percent to each employee's annual salary.

"From my experience, ITD has been very flexible with work and life issues."

Medical Care

The State of North Dakota provides medical coverage for you and your dependents through a generous health insurance program, which includes prescription drug coverage and preventative health care features. Dental and vision insurance are also available.

Lucrative Retirement

As a State employee, you'll receive a wonderful employer-paid pension package. Each month, the State will place a substantial percentage of your monthly salary into a fund for your retirement. The package is portable; meaning it's yours to take with you if you change employment, regardless of your years of service. In addition, you may save for your future by taking advantage of a number of before- or after-tax investments.

Vacation, Holidays, and Sick Leave

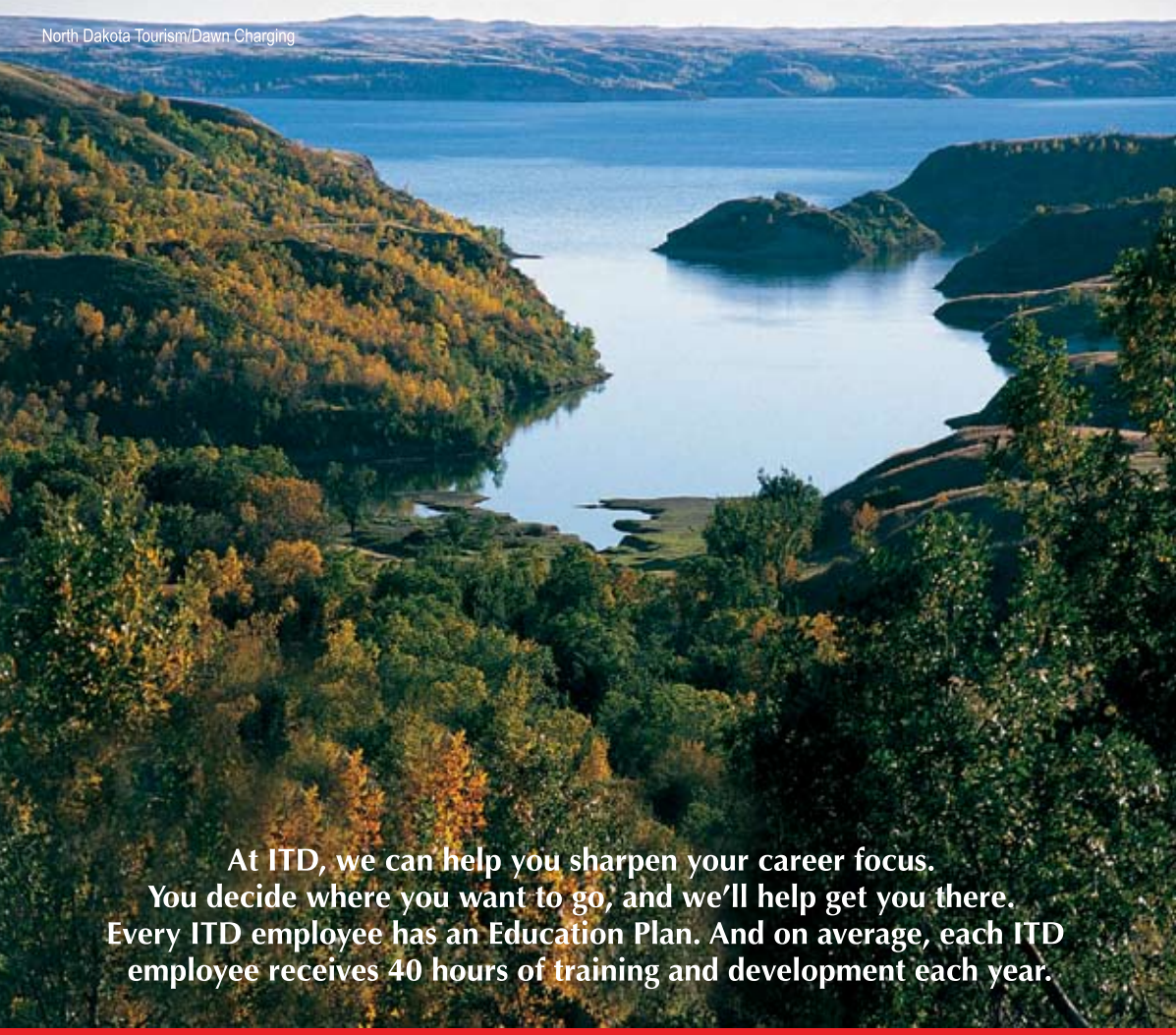
While many companies withhold paid vacation during the early months of your employment, as a State employee you'll accrue vacation time from day one, receiving 12 vacation days during your first year of service. After three years, it increases to 15 days, and from there your vacation time will continue to grow with the years of service. Additionally, you'll receive 10 paid holidays and 12 days of sick leave annually. Sick leave can be accrued indefinitely for use in medical emergencies. Funeral, military, and jury leave are also available.

Work and Family

The State is committed to helping employees balance the demands of work and family. ITD offers flexible work hours and telecommuting. Employees may use up to 40 hours of accrued sick leave annually to care for children, a spouse, or parents. After one year, employees can take up to 16 weeks of unpaid leave for family or personal medical reasons. A donated leave program allows you to help or be helped by your colleagues in state government in the case of a serious health condition.

And more...

A Flexible Compensation Plan (Flex Comp) is available to you that allows you to save money tax-free for family expenses such as childcare, prescriptions, and out of pocket medical costs. And the list of benefits goes on…tuition assistance, life insurance, long-term care, disability insurance, employee assistance, business casual dress, jeans days, on-site cafeteria, free on-site parking, and discounts on various business and entertainment facilities.


North Dakota Tourism/Dawn Charging

At ITD, we can help you sharpen your career focus.
You decide where you want to go, and we'll help get you there.
Every ITD employee has an Education Plan. And on average, each ITD employee receives 40 hours of training and development each year.

Look at the diverse enterprise opportunities available to you:

Software Development
Web Development
Systems Administration
Database Development and Administration
Network and Telecommunications
Security
Project Management
Business Support Services

Focus your future on ITD

20/20

Perfect Vision

20 Reasons to Focus Your Future on ITD

1. Visionary Leaders
2. Talented, Motivated, Friendly Staff
3. Collaborative Work Environment
4. Challenging, Meaningful Work
5. Competitive Compensation
6. Flexible Work Schedules
7. Excellent Career Advancement Opportunities
8. Tuition Assistance
9. 40 Hours Employer-Paid Training/Year
10. State-of-the-Art Tools in IT Environment
11. Modern Facility
12. Employer-Paid Family Health Insurance Premium
13. Employer-Paid Retirement Plan
14. 10 Paid Holidays
15. 12 Vacation Days/Year
16. 12 Sick Leave Days/Year
17. Average 10-Minute Commute to Work
18. Low Crime Rate
19. Home to *Golf Digest's* Best New Golf Courses
20. Located Along the Scenic Missouri River, Which Offers Excellent Fishing, Boating, and Water Sports

... Let us help you sharpen your vision.

"I think that people in the IT field in North Dakota look at ITD as 'The Place To Be!' I did. And I'm glad I'm here."

ITD

Information Technology Department
Bismarck, North Dakota • www.nd.gov/itd

Cool Tools and Skill Sets

Telecommunications

LAN:WAN NETWORKING AND INTERNETWORKING SUPPORT AND SKILLS :: TCP/IP : VoIP : IPv6 : CACTI:COMPUWARE : WIDE AREA NETWORKING [WAN] : LOCAL AREA NETWORKING [LAN] : DNS/DHCP : FIBER OPTICS NETWORKING : FIREWALL : UNIX/LINUX/WINDOWS : 10/100/1000 ETHERNET SWITCHING : ROUTING [e.g. OSPF/BGP] : ATM : 10G ETHERNET

TELECOMMUNICATIONS VOICE AND VIDEO SUPPORT AND SKILLS :: PBX'S : KEY SYSTEMS : INTERACTIVE VOICE RESPONSE [IVR] : CALL CENTERS : VOICE MAIL : UNIFIED MESSAGING : WIRELESS [CELLULAR, SMART PHONES, PDA's] : VoIP : SOFTPHONES : UNIFIED COMMUNICATIONS : H.323 VIDEO : MULTI-CONFERENCING UNITS : SCHEDULING SYSTEMS : VIDEO CODEC : DIRECTORY SERVICES : PROJECTION AND DISPLAY SOLUTIONS

CERTIFICATION :: CISCO CERTIFIED NETWORK ASSOCIATE [CCNA] : CISCO CERTIFIED NETWORK PROFESSIONAL [CCNP] : PROJECT MANAGEMENT PROFESSIONAL [PMP] : GIAC CERTIFIED FIREWALL ANALYST [GCFA]

Security

PLATFORM SUPPORT AND RELATED SKILLS :: WINDOWS 2003 DOMAINS/ACTIVE DIRECTORY : OS/390 SECURITY : AS/400 SECURITY : ORACLE SECURITY : UNIX/LINUX SECURITY : FIREWALLS : NETWORK MONITORING : MS SQL SECURITY : RISK ASSESSMENT : VULNERABILITY ASSESSMENT : PUBLIC KEY INFRASTRUCTURE : INTRUSION DETECTION

CERTIFICATION :: PROJECT MANAGEMENT PROFESSIONAL [PMP] : CERTIFIED INFORMATION SYSTEMS SECURITY PROFESSIONAL [CISSP] : CERTIFIED INFORMATION SYSTEMS AUDITOR [CISA]

Computer Systems

ENTERPRISE MESSAGING, OFFICE AND GROUPWARE SYSTEMS SUPPORT :: LOTUS NOTES/DOMINO : MICROSOFT EXCHANGE : SENDMAIL : PURE MESSAGE : RIGHTFAX

PLATFORMS/OPERATING SYSTEMS SUPPORT :: OS/390 : AS/400 : LINUX : SOLARIS : WINDOWS : AIX

DIRECTORY SERVICES :: ACTIVE DIRECTORY : NDS : LDAP : IBM SECUREWAY

DATABASE SUPPORT :: DB2 : ADABAS : MS SQL SERVER : ORACLE

CERTIFICATION :: CNE : A+ : LOTUS CERTIFICATION SERIES : ORACLE CERTIFIED PROFESSIONAL [OCP] : PROJECT MANAGEMENT PROFESSIONAL [PMP] : SUN CERTIFIED SYS ADMIN [SCSA] : CISCO CERTIFIED NETWORK ASSOCIATE [CCNA] : CISCO CERTIFIED NETWORK PROFESSIONAL [CCNP] : REDHAT CERTIFIED ENGINEER [RHCE]
MICROSOFT CERTIFICATION :: MICROSOFT CERTIFIED PROFESSIONAL [MCP] : MICROSOFT CERTIFIED SYSTEMS ENGINEER [MCSE] : MICROSOFT CERTIFIED DATABASE ADMINISTRATOR [MCDBA] : MICROSOFT CERTIFIED SYSTEMS ADMINISTRATOR [MCSA]

Software Development

DEVELOPMENT TOOLS AND LANGUAGES :: JAVA : MICROSOFT .NET : J2EE : IBM RAD : POWERBUILDER : POWERDESIGNER : PL/SQL : SQL FOR DB2 : COBOL : CICS : CA:GEN : BLAZE : NATURAL : HTML : XML : PHP : JAVASCRIPT : ADOBE DREAMWEAVER : HOMESITE : ADOBE PHOTOSHOP : ADOBE ILLUSTRATOR : OBJECT ORIENTED LANGUAGES : ENTERPRISE SERVICE BUS : INFORMATICA : SHAREPOINT : MICROSOFT PROJECT : PRIMAVERA : PEOPLETOOLS : BI REPORT WRITERS : ELECTRONIC DOCUMENT MANAGEMENT AND WORKFLOW TOOLS : TESTING TOOLS

DEVELOPMENT SKILLS :: PROJECT MANAGEMENT : SYSTEMS ANALYSIS AND DESIGN : BUSINESS ANALYSIS

CERTIFICATION :: MICROSOFT CERTIFIED SOLUTION DEVELOPER [MCSD] : PROJECT MANAGEMENT PROFESSIONAL [PMP] : CERTIFIED COMPUTING PROFESSIONAL [CCP] : CERTIFIED INTERNET BUSINESS STRATEGIST [CIBS] : CERTIFIED INTERNET MANAGER [CIM] : CERTIFIED POWERBUILDER DEVELOPER PROFESSIONAL [CPDP] : CERTIFIED POWERBUILDER DEVELOPER ASSOCIATE [CPDA] : CERTIFIED COOL:GEN 5.0 DEVELOPER FOR GUI : ITIL FOUNDATION : ITIL CHANGE MANAGEMENT