



Chief Information Officer (CIO)

THE ORGANIZATION

Headquartered in Fargo, North Dakota, R.D. Offutt Company is an entrepreneurial, growth-oriented holding company that has grown to more than \$5B in revenues with primary interests in heavy equipment dealerships, production agriculture, consumer packaged goods, food processing, and commercial and residential real estate. The Company is divided into four primary business segments: equipment dealerships, international equipment dealerships, production agriculture and food processing:

- RDO Equipment Co. has grown over the past five decades to a company with more than 85 dealership locations across the U.S. selling and supporting agriculture, construction, environmental, irrigation, positioning and surveying equipment from leading manufacturers including John Deere, Vermeer and TopCon. RDO Truck Centers has 10 Volvo/Mack locations.
- RDO International has 36 equipment and 4 PACCAR Truck dealership locations in Australia and 5 equipment locations in Ukraine. The company also owns an industrial dust collection OEM in Australia.
- R.D. Offutt Farms and Three Mile Canyon Farms are industry leaders in sustainable farming, including crops and dairy production, and has farming operations across the upper Midwest and Pacific Northwest.
- R.D. Offutt Company is a leader in food processing with Idahoan, one of the highest performing CPG brands in the country and has partnerships in French fry (Lamb Weston/RDO Frozen) and whey production (Columbia River Technology).

Science-driven and sustainable practices have been at the core of R.D. Offutt Company's operations from the beginning. The Company is a leader in food system sustainability, forging partnerships with top agricultural research institutions to strengthen the safety and efficiency of current and future food systems.

Guided by Values and Leadership Expectations

As a family business, R.D. Offutt Company remains driven by integrity and humility, using these ideals as the foundation for all its operations. Employees at all levels of the business are encouraged to make their own decisions, to find solutions for their customers, to celebrate team and individual successes and to be innovative and entrepreneurial. Every facet of the business is guided by R.D. Offutt's Core Values:

Partner with Employees - We are successful because of our people. Every employee brings unique strengths to the team, working collaboratively and creatively to deliver solutions to customers' problems.

Build Customers for Life - Building customers for life means developing a relationship beyond the sale of a product. It's about keeping the customer at the forefront of all business decisions and doing our part to help them grow their businesses.

Create Opportunities - From relationships with customers to the ways we do business, our team members are committed to seizing chances to grow, improve and find new ways to overcome challenges.

We Do What We Say - Our team has a passion to do what's right. We value integrity and working hard to follow through on every promise we make—to customers and each other.

Excel at Environmental Stewardship and Animal Welfare - We are focused on protecting our natural resources and providing unparalleled animal care. Our team members strive each day to preserve the land, air and water and ensure unmatched humane care for every animal.

Play to Win - We know that when our customers win, we win. Our competitive spirit drives us to do everything we can to be successful without compromising our ethics or integrity.

Leadership Competencies

The company also has clearly defined leadership competencies:

Develop an engaged team - Coach and develop teams by focusing on long-term growth and development while empowering individuals to own and drive results in their area of responsibility. Establish trusting relationships by recognizing individual contributions, while also consistently evaluating performance gaps and addressing through fair performance management efforts.

Build strategic relationships - Effectively work with internal and external stakeholders to create collaborative partnerships. Work to foster environments where customer relationships are focused on long-term objectives, not short-term gain. Successfully mediate conflict and resolve disputes through leveraging trusted partnership.

Communicate with purpose - Communicate openly and create an environment of trust through proactive follow-up. Encourage open sharing of ideas and thoughts on what is working and what is not. Lead by example in always sharing the “why” related to decisions, progress and organizational direction.

Model authentic leadership - Influence teams by knowing personal strengths, opportunities, style and approach. Demonstrate accountability and humility by owning opportunities for growth and admitting mistakes. Inspire others to grow and learn by demonstrating a personal commitment to continuous learning. Model resiliency by overcoming temporary setbacks while maintaining a clear vision of organizational priorities.

Deliver results - Lead operational excellence by driving a sense of passion and urgency to deliver on business objectives. Align team goals with organizational priorities and create accountability by holding self and others to high standards around decisions, commitments, performance and outcomes.

R.D. Offutt Company continues to be family-owned with Ron's daughter, Christi Offutt, serving as company Chair and Ron as Chairman Emeritus. The Company benefits from a highly engaged outside Board of Advisors and welcomed its first non-family Chief Executive Officer, Tim Curoe, in 2018. The Company moved its headquarter offices to a new, state-of-the-art office building in downtown Fargo in 2021.

As the company continues to scale its existing businesses and pursue new avenues for growth and diversification, it is establishing an enterprise-level Chief Information Officer role to provide the strategic, forward-looking technology leadership needed to support day-to-day operations, strengthen collaboration across teams and ensure the company has the systems, tools and capabilities for its next stage of growth.

POSITION SUMMARY

Reporting to the enterprise Executive Vice President and Chief Financial Officer (CFO), the Chief Information Officer (CIO) is the enterprise’s senior technology leader, accountable for enterprise-wide technology strategy, operational reliability, cybersecurity and digital enablement across a complex portfolio of businesses. The CIO will ensure that the technology organization serves as a trusted partner to RDO’s business units, aligning technology strategy and investments with business strategy to drive results. The CIO will drive a cohesive technology vision that balances innovation and transformation with operational excellence ensuring technology platforms are secure, scalable, compliant and continuously available. The role will shape and execute enterprise-wide technology investments that enhance performance, enable growth and protect enterprise value across the portfolio.

- Reports to: EVP & CFO, R.D. Offutt Company

- Direct Reports: Director of IT Solutions Architecture & ERP
Director of Enterprise IT Solutions Delivery
Director of Data Platforms, Engineering & Security
Director of Data Science and AI Strategy
Director of IT Service Operations
Senior Enterprise Infrastructure Manager
Head of Information Technology – Australia
Total Team ~100

- Other Key Relationships: CEO, R.D. Offutt Company
President, RDO Equipment Co.
President, R.D. Offutt Farms
President and CEO, Idahoan Foods

- Position Location: Fargo, North Dakota (in office)

KEY RESPONSIBILITIES

Technology Strategy & Enterprise Architecture

- Participate in enterprise strategic planning ensuring technology capabilities enhance operational performance, customer experience and competitive advantage.
- Establish IT as a trusted center of technology expertise, business partner and strategic enablement for the enterprise. Partner effectively with operational and business leaders and apply technology thoughtfully to complex business challenges ensuring technology strategy directly supports enterprise growth and long-term value creation.
- Develop and maintain a cohesive enterprise architecture that enables scalability, interoperability and modernization across the enterprise.
- Stay current on technology standards, industry trends and emerging technologies, including AI/ML, and translate insights into actionable, value-creating strategies.
- Lead the evaluation, prioritization and implementation of enterprise-level technology investments, ensuring alignment with strategic and operational objectives.
- Develop business case justifications and cost/benefit analyses for IT initiatives and capital investments.
- Lead IT budgeting, forecasting and cost optimization efforts to ensure responsible financial management and long-term sustainability.
- Manage the evaluation, allocation and stewardship of physical, financial and technology resources ensuring internal IT partnerships and vendor relationships deliver value, innovation and operational reliability.
- Communicate technology performance, priorities and investment priorities to the management committee, advisory board and other key stakeholders on a regular basis.

Operational Excellence & IT Service Delivery

- Ensure technology platforms, infrastructure and applications are secure, reliable, scalable, compliant and continuously available to support a 24/7 operating environment.
- Continually improve IT operations by measuring performance against industry benchmarks and internally developed standards, implementing strategies for continuous improvement.
- Optimize the effectiveness and cost of IT through the appropriate use of internal and external resources.
- Build collaborative relationships with IT vendors to ensure cost-effective and high-quality service delivery.
- Oversee the management, integration and optimization of software applications across diverse business units.
- Provide guidance and support for enterprise integration following merger and acquisition activities.

Cybersecurity, Risk Management & Data Governance

- Ensure the company's key IT resources, data assets and infrastructure are secure from internal and external threats.
- Establish and maintain enterprise cybersecurity policies, incident response plans and risk frameworks to safeguard operations and minimize exposure.
- Strengthen data governance, data quality and data accessibility to support analytics, reporting and decision-making across the enterprise.

Digital Enablement & Innovation

- Champion digital transformation initiatives that enhance productivity, operational efficiency and business insights.
- Identify and deploy emerging technologies, automation, AI/ML, IoT, advanced analytics, etc. that create measurable business value.
- Partner with business units to design technology-enabled processes that improve throughput, reduce cost and support future growth.
- Foster a culture of innovation, experimentation and continuous learning within the IT function.

Builds Talent

- In conjunction with HR and senior leadership, instill a positive, high-engagement work environment that promotes open communication, teamwork, accountability and strong employee motivation.
- Recruit, develop and manage IT talent to meet short- and long-term business needs and deepen organizational capability.
- Utilize and leverage networks and external resources to ensure the organization has the necessary technical and functional expertise to support the business.
- Promote teamwork and collaboration across all entities and serve as a trusted partner focused on helping each business achieve its growth and profitability goals.
- Maintain effective relationships with customers, stakeholders, employees, government agencies, industry personnel and the broader community representing the organization with professionalism and integrity.

IDEAL CANDIDATE PROFILE

Summary

The ideal candidate will be a seasoned enterprise technology leader with experience operating across large, diversified companies or holding-company environments. They bring a strategic, long-range view of how modern platforms, data and digital capabilities can unify a complex organization while still enabling the needs of individual business units. Humble, inclusive and highly relational, they will be able to build trust quickly and form strong partnerships with business unit leaders to ensure technology initiatives support operational goals and growth priorities. They will elevate the IT organization by inspiring high performance, strengthening cross-functional collaboration and fostering a culture of innovation across the enterprise.

Leadership Competencies

The Chief Information Officer at R.D. Offutt Company is expected to demonstrate the following leadership competencies:

Strategic Acumen - Understands the market, identifies trends and drives the organization to create comprehensive, competitive and breakthrough strategies. Prioritizes strategically, leading the organization to pursue and capitalize on the best opportunities.

Collaboration & Partnership - Builds relationships and engenders trust with leaders across the enterprise. Demonstrates a collaborative leadership style, bringing out the best in people and inspiring creative solutions that can be leveraged across different businesses. Builds an intentional and cohesive culture that aligns functional agendas and unites the team.

Disciplined Execution - Anticipates near and long-term future needs and coordinates the establishment of actionable plans to achieve measurable objectives, setting high standards for the organization and holding self and others accountable. Ensures adequate capabilities are present and effectively allocates and deploys resources, time and people.

Champions Innovation - Constructively challenges the prevailing wisdom or accepted ways of doing things. Pushes the organization to identify new approaches and uncover unconventional ideas that drive value using data and insights. Supports well-reasoned risks and new ideas. Encourages diverse thinking to promote and nurture innovation.

Sound Decision-Making - Possesses strong intellectual curiosity and the ability to analytically, conceptually and critically evaluate information to determine relative strengths and weaknesses of ideas and proposals. Comfortable managing ambiguity and balancing action with the appropriate level of risk.

Builds Talent - Develops and maintains high-performing teams and coaches other leaders to develop their own leadership capabilities. Ensures all leaders and team members challenge and support each other while respecting others' unique roles and contributions.

Skills, Experiences, Qualifications

In addition to demonstration of the Leadership Competencies above, key skills and experiences desired include:

- 15+ years of progressive technology leadership experience including oversight of enterprise-wide systems, infrastructure and digital transformation.
- Experience leading technology functions within one or more \$2B+ diversified companies or business units.
- Deep expertise in IT operations, enterprise applications, cloud platforms, data & analytics, cybersecurity and AI/ML, with a proven ability to identify emerging technologies to assess impact and build practical adoption frameworks.
- Demonstrated ability to translate business strategy into technology strategy, with understanding of and relatability to business operations.
- Experience leading change management, continuous improvement and modernization initiatives across complex business environments.
- Financial acumen including IT budgeting, investment prioritization and cost optimization.
- Strong people, team and organizational development skills.
- Experience operating in privately held organizations and navigating family ownership dynamics (preferred).
- Bachelor's Degree in Information Systems, Computer Science, Engineering or related field; MBA or advanced degree preferred.