



DURHAM COUNTY NC

Invites Your Interest in the Position of
CHIEF FINANCIAL OFFICER



The thriving, innovative, and inclusive community of Durham County, North Carolina is seeking an experienced and personable finance executive to serve as its next **Chief Financial Officer (CFO)**. Joining an organization in strong financial position, the **CFO** will commit him/herself to maintain Durham County's AAA bond rating and

the finance department's highly regarded reputation across the organization. The **CFO** is responsible for maintaining the County's financial information by providing financial security and stability for the County and ensuring the cost effective, efficient, and timely procurement of necessary goods and services.

This professional can effectively navigate complicated issues, be swift and strategic in problem solving while mitigating risks and ensuring compliance across the department and organization.

The next **CFO** has impeccable communication and interpersonal skills – one who can effectively communicate complex financial issues to various stakeholders including the Board, staff, peer directors, etc. County leaders desire a motivating, honorable leader who has a track record of uniting staff around a common vision and building partnerships and connections to collaboratively meet departmental and organizational goals.

The ideal candidate has the experience and aptitude to manage a debt portfolio including LOB's and short-term financing with the support of a great external financial advisor. Valuing and exhibiting high integrity, the next **CFO** is a fair and trusted leader who will ensure equitable practices across the department and ethical stewardship of public funds.

About the Community:

Durham County, located in the Research Triangle Region of North Carolina, is home to Research Triangle Park (RTP) and is one of the most economically competitive regions in the world. Within Durham County boundaries, there are six townships, seven unincorporated communities, two census designated communities, and parts of two Towns (Chapel Hill and Morrisville). With the City of Durham as the County seat, the County is inclusive of both urban and rural settings and must strive to balance the needs of its community members. Research and development from the region's major research institutions, and many private and federal labs, have fueled business and economic growth in Durham County and have made the region a world leader in life sciences, information technology (IT), and clean technology.

RTP, which continues to grow, is a 7,000-acre special county research and production district that houses more than 170 major research companies employing 39,000 full-time employees and 10,000 contract workers.



Consistently ranked among the top places to live, work and play, Durham is a magnet for talent, which helps attract innovative companies working in high-growth industries. Durham, the “City of Medicine,” has long been known for world-class medical facilities, including top-ranked Duke University Medical Center, and an industry-leading pharmaceutical sector. The healthcare industry in Durham County includes more than 300 medical and health-related companies and medical practices with a combined payroll that exceeds \$1.2 billion annually. More recently, Durham County has become a hotspot for entrepreneurs and high-tech startups, propelled by the launch of American Underground, a startup incubator and accelerator and the Durham Innovation District that is a planned, mixed-use residential/retail/lab and workspace in Downtown Durham. Durham boasts a premier performing arts center and the Durham Bulls AAA baseball team. In addition to Duke University, Durham is home to North Carolina Central University, the nation’s first public Historically Black College and University, now a major center for biotech and bio-manufacturing R&D, and Durham Technical Community College, a key partner in preparing a competitive workforce. Private investment is flourishing, redeveloping former tobacco and textile warehouses and historic buildings into exciting, mixed-use developments filled with diverse and popular housing options, restaurants, artist studios, retail spaces and small businesses.

The population of Durham County is over 326,000 and highly diverse. Much of Durham County’s growth occurred within the City of Durham where most of the County’s community members reside. The County’s population grew from 267,587 to 324,833 during the period 2010-2020, representing a decade-long increase of more than 20%. Current expectations are that the population is projected to grow by 30% by 2050. Centrally located, Durham County is a few hours’ drive from the beautiful North Carolina coast to the East and the Appalachian Mountains to the West.



The AAA Durham Bulls baseball team attracts fans from all over the state.



Durham is renowned for its world-class medical facilities.



Downtown Durham bustles with diverse restaurants, breweries and small businesses.



The Durham Performing Arts Center, known as the DPAC, is the largest performing arts center in the Carolinas.



DCO DURHAM COUNTY NC ACCOLADES

DOWNTOWN DURHAM'S AWARD-WINNING OFFERINGS



**MOST ACCOMPLISHED
FRANCHISE** in 2010s

**BEST FOOD
CITY 2019**
in AMERICA



**2020 TOP 5
THEATER**
in AMERICA

DRIVING BUSINESS with HIGHLY SKILLED WORKERS

#16 BEST PLACE for business & careers

300,000 square feet of meeting space

80+ New residents move to the Triangle daily

#1 BEST STATE for business

THE DURHAM COUNTY ACCOLADES *just keep on coming . . .*

Digital Communities - Digital Counties Leader for Best Practices by NACo and Center for Digital Government

Public Technologies Institute - Solutions Award to DSS/IT for Using Predictive Analysis & National Tech Savvy Award

National Association of Counties - NACo Achievement Award for Interpreter Request Service App for Public Health

Project Build - Willis Young Memorial Award on the Front Lines of Violence for Project Build

North Carolina Library - NC Library Directors Awards for Durham Library Programming and Public Relations

American Heart Association - EMS Gold Plus Recognition from AMA Mission Lifeline Program

Alliance for Innovation - Innovate Durham Named Winner of J. Robert Havlick Award for Innovation in Local Government

Milken Institute - #4 in High Tech GDP concentration

Good Food - NC delicacies nab Good Food Awards for the best in craft beer, cheese, pork and chocolate

NC Sports Hall of Fame - Earnhardt Jr., Love III headline 2019 North Carolina Sports Hall of Fame Class

CURBED - The 21 most spectacular theaters in the U.S.

National Recreation & Parks Association - Durham earns National Accreditation in Parks and Recreation

Best Hospitality Degrees - #4 NC Central University 10 Best Online Colleges for a Bachelor's Degree in Hospitality

Arbor Day Foundation - Duke University Named Tree Campus USA for 11th Year

Smartasset - #6 - Durham-Chapel Hill among top places for women homebuyers; Best Cities for Women in Tech in 2019

World Gin Awards - The country's best gin is closer than you think

Matador Network - The 15 most important LGBTQ landmarks in the US

marie claire - Trust us, you'll want to bump this hip southern city to the top of your list.

ecophiles - Top 8 Farmers' Market to Visit Across America

BusinessWire - Historic Hotels of America - 21c Museum Hotel

USA Today 10BEST - Readers' Choice Airport Awards: RDU International Airport

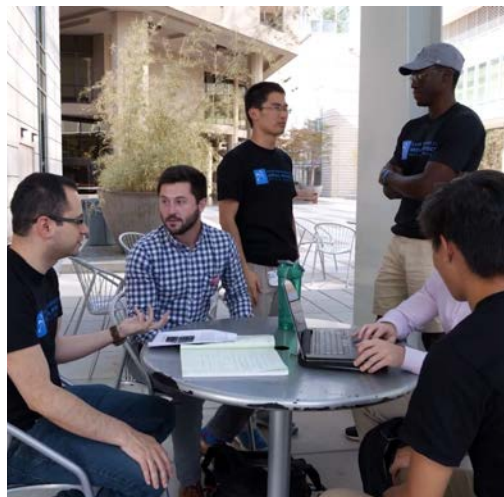
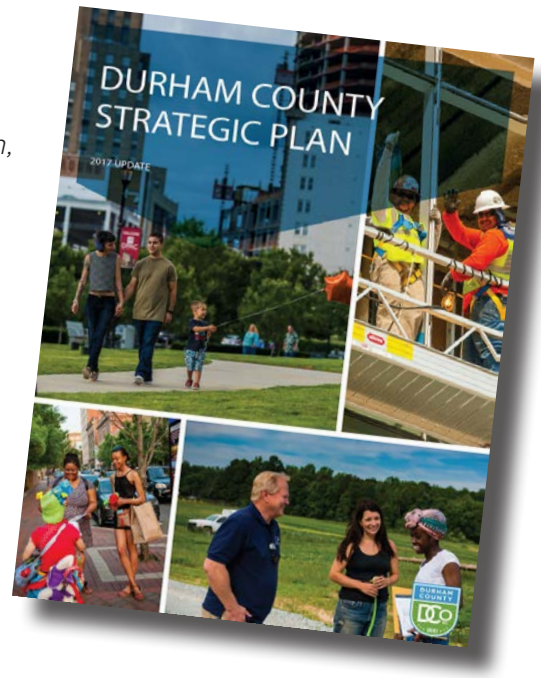
About the Organization, Department and Position:

The Durham County Commissioners are a five-member board with commissioners serving four-year terms. Durham County Government provides services ranging from animal control to zoning with strong support provided to the local Board of Education and School Superintendent. Award-winning programs in our Health Department, IT, Public Library, Social Services, and Tax Departments as well as Government Finance Officers Association (GFOA) recognized reporting in the Finance department, demonstrate Durham County's commitment to better serve our residents, prepare for the future and be a caring, inclusive, and transparent government.

The County is regarded as a fiscally responsible, stable, and well managed government with sound budget and strong fund balance (net assets). For more than 25 years, Durham County has been awarded a Triple A bond rating, a designation attained by only 69 counties in the United States and only six of North Carolina's 100 counties. Durham County has an overall budget of approximately \$750 million with an operating budget of around \$500 million. The County has 27 departments employing about 2,200 FTE employees. The County's goal areas of **Community and Family, Health and Well-Being, Secure Community, Environment and Visionary Government** guide staff in their daily work. Executive leadership is structured around these goal areas and the County Manager is supported by five general managers overseeing each area, and a chief of Staff.

The County has worked hard to increase transparency and to match the community's vision of "*Durham County is a thriving, vibrant and diverse community with abundant opportunity for all residents to live, work, learn, play and grow*" with goals and an actionable [strategic plan](#) that includes a robust implementation and evaluation [process](#). As showcased in this [ICMA focus video](#), the County's collaborative and innovative efforts post Covid so beautifully demonstrated this vision at work. **To learn more about the Community and Organization**, visit the [County website](#).

*Durham County, through its **Community Empowerment and Enrichment** strategic goal, is committed to providing access to educational, vocational, economic, and cultural opportunities while empowering citizens to choose pathways for their own success.*



The primary purpose of the Finance Department is to establish and maintain a centralized countywide system of financial accounting, planning, investments, reporting, and controls. The department also manages the County payroll and accounts payable function for all Departments including the Sheriff and the Register of Deeds. The purchasing function is also managed by this department through its Purchasing Division. The County's Annual Comprehensive Financial Report (ACFR), Popular Annual Financial Report (PAFR) and the Compliance Report (Single Audit) are prepared and published by this Department. Durham County's parking decks and surface lots are also managed through the Finance Department.

Reporting to the Deputy County Manager, the **CFO** assists with the oversight of the County's budget. The [FY 22-23 Adopted Budget](#) totaled of \$749.8M, which is supported by a tax rate of \$.72 per \$100 of assessed tax value, includes:

- General Fund: \$549M
- Capital Financing Fund: \$92M
- Debt Service Fund: \$76M

The next **CFO** will oversee 29 staff including the following direct reports: Deputy Chief Financial Officer, Assistant CFO for Debt, Assistant CFO for Reporting, Procurement Manager, and Financial Systems Manager and will ensure complete, accurate, effective, and efficient financial information and services for management and all user departments. Passionate about quality service delivery, the next **CFO** will create and maintain a working environment that embraces teamwork and prides itself on providing quality customer service to sister departments and the community.

The **CFO** must demonstrate knowledge and skill in governmental accounting; NC laws and regulations; procurement law; enterprise funds; state, federal, and private grant management and best practice financial procedures and operations that comply with North Carolina local government fiscal law and policy. This executive should have experience utilizing external resources such as the Local Government Commission and the School of Government. Furthermore, the next **CFO** will ensure compliance with federal, state, and local legislation and will contribute to the prosperity of Durham County Government through active investment management, debt management, procurement management and financial planning and monitoring.



Key Position Priorities:

- Utilizing best practices in financial management, review and revise policies, procedures, and processes that support innovation, automation, and efficiency within the department.
- Facilitate education and understanding of financial policies and procedures within the department and across the organization to build skills and improve efficiency while balancing the management accounting funds management, navigating federal, state, and private funding requirements, and ensuring compliance and adherence to deadlines across the department.
- Thoroughly assess the functions and staffing within the organization – evaluating effectiveness, accuracy, and efficiency in service delivery; recommend and implement changes to support fair and equitable compensation and workload allocation, while building a sustainable culture of finance professionals with strong morale and a desire for growth.
- Evaluate the function of the department's current ERP system, making changes where necessary while planning for future upgrades or replacement of the system to improve department performance and workflows.
- Work collaboratively with the County's 27 departments to build an understanding and awareness of constraints and responsibilities of the Finance department and ensure commitment and compliance to quality service delivery for the County, its leaders, and the community.

Qualifications:

Bachelor's degree in finance, accounting, or related field. A Master's Degree and/or Certified North Carolina Local Government Finance Officer designation or CPA preferred. Ten years of progressive leadership experience in governmental finance or organization-wide financial management, including five years of supervisory experience preferably in a local government setting. An equivalent combination of education, training and experience will be considered. North Carolina Local Government Finance Officers Certification is required within one year of hire, contingent upon the availability of the courses. Must have the ability to be bonded and possess a valid driver's license in the State of North Carolina.



The CFO works out of the Administration II Building on the 7th floor in downtown Durham, which bustles with businesses small and large, eclectic restaurants, historic buildings and so much more!

The Successful Candidate:

- demonstrates extensive knowledge and application of NC General Statutes, the principles and practices of general fund and local governmental accounting, the preparation of internal financial statements, and complex external financial reports, including the Annual Comprehensive Financial Report and other required regulatory reports; the principles and practices of cost and fixed asset accounting, grants management and compliance, internal controls and audit principles and practices, and of the principles and practice of municipal budgeting, capital improvement budgets and funding, forecasting and financial modeling;
- communicates excellently one on one, in small groups and in public speaking in order to make complex financial topics understandable to community members, staff and Commissioners;
- advocates for best practices and confidently and persuasively presents options to the County Manager and management team, and the Board of Commissioners;
- models a positive and enthusiastic approach that builds confidence within the Finance Department and encourages the building of productive relationships within and outside the department;
- is a responsive, detailed and deadline-oriented professional who continuously improves customer service in a service-driven organization and develops and engages staff to deliver excellent customer service to both internal and external customers;
- is a tech-savvy leader with prior experience assessing and facilitating financial software system upgrades and ongoing implementation;
- will seek opportunities to decentralize duties among the departments while ensuring responsible internal controls and collaborative partnerships;
- develops effective audit preparation skills in-house or collaborates with a contractor to support the preparation of financial statements;
- strives for effective outcomes by being a results-oriented project manager who incorporates the input of multiple stakeholders and collaborates proactively to develop policies and procedures, solve problems and manage financial resources;
- creatively assesses ways to increase revenue and manage expenses in a resource restricted environment; and,
- develops and applies performance measurement metrics to evaluate progress and increase accountability for goal achievement with a high attention to detail.



Salary:

The hiring range for this position is \$135,542 - \$230,421 depending on qualifications and experience.

To apply, please visit

<https://www.governmentjobs.com/careers/developmental-associates>, and click on the

Chief Financial Officer - Durham County title.

To learn more about the selection process, visit

<https://developmentalassociates.com/client-openings/>

select “*Client Openings*” and scroll down to “*Important Information for Applicants*.” All applications must be submitted online via the Developmental Associates application portal – NOT the County Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants **must apply by June 11th, 2023**. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on July 26-27, 2023. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.

All *inquiries* should be emailed to hiring@developmentalassociates.com.



Durham County is an Equal Opportunity Employer.



The recruitment and selection process is being managed by Developmental Associates, LLC

Benefits:

Learn more about the County’s benefits [here](#).

Medical Insurance

Dental Insurance

Vision Insurance (County Paid)

Medical Flexible Spending Account (FSA)

Life & Accidental Death & Dismemberment Insurance

(1x Salary - County Paid) Term Life Insurance

Whole Life Insurance Accident Insurance

Short Term Disability

Long Term Disability

Long Term Care

Hospital Confinement

Legal Insurance

Dependent Care Flexible Spending Account

Transportation Flexible Spending Account

Employee Assistance Programs (EAP)

Flexible Work Options

Choose To Move 30 Minute Wellness Program

Group Fitness Classes

Retiree Benefits

Retirement Pension

County contributes 5% towards your 401k or 457 plan regardless if you contribute

529 College Fund

Tuition Reimbursement

Leave (Vacation, Sick, Holiday, Volunteer & more)