



Fayetteville

North Carolina



Invites your interest in the position of

Chief Financial Officer



Located in Eastern NC, the City of Fayetteville seeks a team player who is an approachable, collaborative, and accountable finance professional to serve as its next **Chief Financial Officer (CFO)**. This position seeks professionals with significant knowledge of GAAP accounting, familiarity with Oracle systems, and experience with process improvement and policy implementation.

The Fayetteville Finance department manages Accounts Payable, Accounts Receivable, Collections, Payroll, Cash and Debt Management, and Risk Management. The next **CFO** will join an organization whose leaders are intentionally focused on positioning the community to thrive in the years ahead. Significant investments in the community's housing, infrastructure, and personnel are top priorities for the city's leaders to help navigate and shift its transient military culture.

The ideal candidate is high-energy, approachable, and demonstrates impressive aptitude and drive. This hands-on position is for the technically skilled professional with the expertise and experience to build and sustain foundational and enhanced processes, systems, and reconciliations. This **CFO** will work swiftly yet strategically to position the department for success, striving for overall excellence and GFOA recognition of its Annual Comprehensive Financial Report.

In addition to addressing the day-to-day operations of the finance department, the City of Fayetteville's next **CFO** will prioritize the following:

- Through strategic and targeted initiatives, reduce turnover and invest in staff training, development, and cross-training while mentoring staff and developing a culture and commitment to service.
- Oversee the implementation of various projects including the audit and ACFR preparation, HR module, and revisions of the ERP system.
- Evaluate and revise the organization's governmental accounting, reporting, processes, and procedures to ensure reliable, efficient systems that are compliant with NC and federal laws and regulations.
- Rebuild the department's reputation and establish a culture of collaboration, trust, open communication, and credibility.
- Assess and update grant management practices and internal controls to ensure federal and state compliance.

Fayetteville's next **CFO** must maintain the highest level of integrity, demonstrate the ability to make challenging decisions, and advocate for changes to uphold the organization's values, mission, and strategic direction while improving its financial position, reputation, and compliance.

About the Community:

Few places in America have played such a formative role in our country's most defining moments as Fayetteville. From its original settlement in 1739 by Scottish immigrants from the highlands of Scotland arriving via the Cape Fear River through the deployment of troops around the world. Fayetteville is where the very seeds of American freedom, democracy, and patriotism were planted and continue to grow.

The City of Fayetteville, in North Carolina's Sandhills region, has a population of more than 208,000 community members and is the 6th largest city and 5th largest metropolitan area in North Carolina. Recognized for innovation, leadership, and excellence and a four-time All-America City award winner, the City of Fayetteville is *America's Can Do City*.

Fayetteville offers the amenities of a sizable metropolitan, including historic sites, seven museums, three colleges and universities, multiple entertainment venues, a historic downtown, various festivals and special events, and award-winning recreation amenities.

Fayetteville is the county seat for Cumberland County (pop. 326,328) and is one of nine municipalities within the county. Fayetteville and the surrounding counties include scenic rivers, lakes, other recreation areas, and world-renowned golf courses that host major tournaments. Fayetteville is two hours from the North Carolina coast and four hours from the Great Smoky Mountains and the Blue Ridge Parkway.

Fayetteville is the proud home of Fort Liberty, one of the largest military installations in the world and headquarters for U.S. Army Forces Command, XVIII Airborne Corps, 82nd Airborne Division, U.S. Army Reserve Command, and U.S. Army Special Operations Command. With an active-duty population of over 51,000 troops, the strong military presence offers significant economic development potential and growth.

One of Fayetteville's greatest assets is its vibrant arts and cultural community and its revitalized downtown area, which brought forth additional growth spurred by the \$40 million baseball stadium for the Fayetteville Woodpeckers, an Astros affiliate and Class-A Advance baseball team. Surrounding the stadium is the revitalized historic Prince Charles, offering 59 one- and two-bedroom luxury apartments. Investment and expansion opportunities will continue to rise as Fayetteville experiences growth. Learn more about the opportunities in Fayetteville [here](#) and get a taste of what a weekend is like by watching this [short video](#).

About the Organization:

The City of Fayetteville operates under a council-manager form of government. Over 1,800 full-time and 300 part-time seasonal employees work across 19 departments.

The City's core values of RESPECT (Responsibility, Ethics, Stewardship, Professionalism, Entrepreneurial Spirit, Commitment, and Teamwork) are the basis for actions and decisions. They are the compass for accomplishing the City's mission, vision, and objectives. The City has dedicated resources to transparency and accountability for meeting City goals and objectives through the Office of Strategic Performance Analytics.

The City prides itself on community engagement and offers multiple ways to become involved and stay informed, from [26 Advisory Boards and Commissions](#) to state-of-the-art communication tools such as the cable and streaming FayTV government access channel, social media, podcasts, and community surveys. The city earns numerous awards and recognitions annually at the department level and nationally for its efforts.

The City's FY 2030 strategic plan positions the city to be a safe and secure community, a responsive City Government supporting a diverse and viable economy, a city invested in today and tomorrow, a highly desirable place to live, work, and recreate, a financially sound city providing exemplary city services, and a city that continues to have a collaborative citizen and business engagement base. Explore more about the City of Fayetteville [here](#).





About the Department and Position:

Reporting to the City Manager, the **CFO** oversees and coordinates the city's finance department. The **CFO** must ensure the city's accounts comply with generally accepted accounting principles and disburse all funds in strict compliance with the Local Government Budget and Fiscal Control Act. The **CFO** is also responsible for efficiently procuring goods and services to support city activities, preparing statements of financial condition, investing city funds, and maintaining records concerning the city's bonded debt and other obligations.

The City of Fayetteville contracts its community's water, sewer, electric, and gas services. The city's **FY 2025 budget** of \$321M, which is supported by a tax rate of \$.4995 per \$100 of assessed tax value, includes:

- General Fund: \$218.6M
- Solid Waste Fund: \$19.5M
- Transit Fund: \$14M
- Stormwater Management Fund: \$13.7M
- Airport Fund: \$7.4M

Fayetteville's **CFO** oversees 31 staff, including 4 direct reports: Treasurer, Assistant CFO of Administration, Assistant CFO of Procurement, and an ERP Systems Analyst. The City Manager seeks successful candidates who demonstrate extensive knowledge and application of:

- NC General Statutes, GASB standards, LSB rules, 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;
- cost and fixed asset accounting, grant and contract management, interpretation, compliance and reporting, internal controls, and audit principles and practices;
- municipal budgeting, capital improvement budgets, and funding, forecasting, and financial modeling;
- the management of debt including metrics, rate studies and financing structures;
- innovative methods to increase revenues without increasing taxes;
- presenting and communicating financial data, metrics, and reports in compelling and engaging ways to a diverse group of stakeholders; and,
- economic development tools such as development authority, tax allocation districts, the process of abatements, and an understanding of the difference between policies and procedures of development authorities vs. cities.

Qualifications:

The following are ***required***:

- A bachelor's degree* in accounting, finance, business, public administration, or related field.
 - *Note: A master's degree, NC Certified Public Finance Officer designation, and/or Certified Public Accountant (CPA) are *preferred*.
- 5 - 7 years of progressively responsible and broad-based professional experience managing financial and accounting functions for a local government or private industrial organization. An equivalent combination of education, training, and experience will be considered.
- NC Public Finance Officer Certification within one year of hire, contingent upon the availability of the courses.
- The ability to be bonded and possess a valid driver's license in NC.
- Residency within Fayetteville's city limits is *preferred* for this position. Relocation assistance is available, the terms of which will be negotiated.

Salary and Benefits: The anticipated hiring range for this position is \$140,000 - \$165,000. Salary will be determined based on experience and credentials. The City of Fayetteville offers a comprehensive [benefits package](#), including the outstanding NC Local Government Retirement system with vesting after five years. The city will consider relocation assistance based on personal circumstances.

To apply, please visit

governmentjobs.com/careers/developmentalassociates and click on the **title of Chief Financial Officer – City of Fayetteville, NC**. ***Please note the following:***

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the city's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **October 6, 2024**.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on **November 6-7, 2024**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate.
- Direct *inquiries* to hiring@developmentalassociates.com.

The City of Fayetteville is an Equal Opportunity Employer. Developmental Associates, LLC manages this position's recruitment and selection process.

To learn more about our selection process, visit

<https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."

