

CITY OF  
**GREENSBORO**  
NORTH CAROLINA

*Invites your interest  
in the position of*

**DEPARTMENT  
DIRECTOR**  
**FINANCIAL &  
ADMINISTRATIVE  
SERVICES**





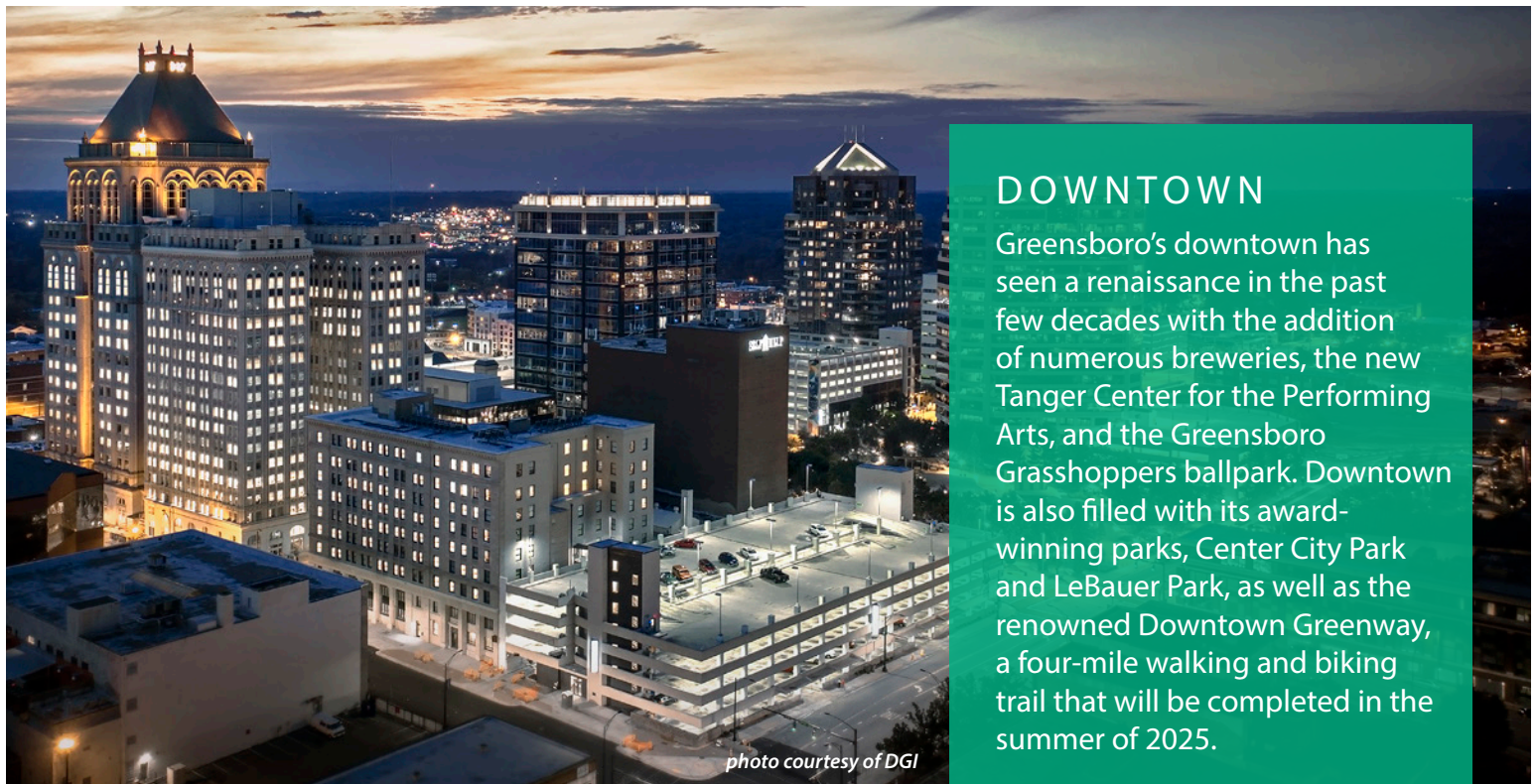


photo courtesy of DGI

## DOWNTOWN

Greensboro's downtown has seen a renaissance in the past few decades with the addition of numerous breweries, the new Tanger Center for the Performing Arts, and the Greensboro Grasshoppers ballpark. Downtown is also filled with its award-winning parks, Center City Park and LeBauer Park, as well as the renowned Downtown Greenway, a four-mile walking and biking trail that will be completed in the summer of 2025.

## #FROMGSO

Many famous characters, both past and present, can claim Greensboro as their home.

**Rick Dees**

*Radio Personality*

**Rhiannon Giddens**

*Grammy Award Winning Musician*

**Ken Jeong**

*Actor and Comedian*

**Dolley Madison**

*First Lady*

**Edward R. Murrow**

*Journalist*

**Fred "Curly" Neal**

*Harlem Globetrotters*

**O. Henry**

*Author*

**Morgan Radford**

*Current NBC News Correspondent*

## COMMUNITY

Centrally located in North Carolina, Greensboro is a growing and bustling city of approximately 301,000, filled with a diverse population and seven colleges and universities. Greensboro offers its residents and visitors an abundance of entertainment options, including numerous craft breweries, live music, locally-owned restaurants and retailers. While Greensboro has all the amenities of a major city, it also boasts a low cost of living, is easy to navigate, and offers more than 105 miles of trails and greenways, proving to be a relaxed urban environment to call home.

## HISTORY

Greensboro is named for Revolutionary War General Nathanael Greene who led the Americans against General Cornwallis' Redcoats at the Battle of Guilford Courthouse in present day Greensboro. Visitors can learn all about the history at the Guilford Courthouse National Military Park. Downtown Greensboro is also home to the International Civil Rights Center and Museum, located in the Woolworth's building where in 1960 four North Carolina A&T students started the sit-in movement. Learn more about the Gate City's history at the Greensboro History Museum.



## MEDICINE

The Cone family is one of the most influential in Greensboro's history, kicking off the city's textile revolution in the late 1800s. One of the family's most lasting contributions is the Cone Health system, which now serves Greensboro and several surrounding counties. Cone Health has more than 13,000 employees and nearly 2,000 physician partners and is now one of the region's largest healthcare networks with more than 100 locations.

## EDUCATION

In any given year, Greensboro is home to roughly 70,000 undergraduate and post-graduate students from seven colleges and universities. These institutions employ 6,000 faculty and staff, making Greensboro truly a "University City."

- » Bennett College
- » Elon Law School
- » Greensboro College
- » Guilford College
- » Guilford Technical Community College
- » North Carolina A&T State University
- » University of North Carolina at Greensboro



## TOURNAMENT TOWN

Greensboro has become a sports destination, known for its number of athletic venues of courts, fields, stadiums and pools. Greensboro regularly hosts the ACC men's and women's basketball tournaments, the PGA's Wyndham Championship, the US Figure Skating Championships, US Masters Swimming National Championships and more. In addition to our annual events, Greensboro is also the permanent home to the Pittsburgh Pirates' minor league affiliate Greensboro Grasshoppers and the Charlotte Hornets' G-League franchise Greensboro Swarm.

## GOVERNMENT

The City of Greensboro works with the community to improve the quality of life for residents through inclusion, diversity, and trust. The City has a professional staff of approximately 3,600 employees who maintain the values of honesty, integrity, stewardship, and respect.

Greensboro is governed under the council-manager form of government, with the council serving as the legislative body of City government. City council is comprised of a mayor and eight council members who serve four-year terms. The council is responsible for setting and directing policy regarding operations of City government as well as approving the City's budget. The city manager serves as the chief executive officer of the City and is responsible for the execution of council policy and for the management of day-to-day operations of City government.

## DEPARTMENTS

Budget & Evaluation

Code Compliance

Communications & Marketing

Community Safety

Engineering & Inspections

Financial & Administrative Services

Fire

Guilford Metro 9-1-1

GuilfordWorks

Housing & Neighborhood Development

Human Rights

Information Technology

Legal

Legislative

Libraries

Parks & Recreation

People & Culture

Planning

Police

Solid Waste & Recycling

Transit

Transportation

Water Resources



## FINANCE DIRECTOR – CITY OF GREENSBORO, NC

- Are you a financial leader who understands that public trust is earned through sound judgment and steady leadership?
- Are you known for integrity, precision in financial oversight, and the ability to guide complex decisions with clarity and confidence?
- Are you ready to lead a finance organization that safeguards a city's financial strength while supporting thoughtful planning and long-term fiscal stability?

If so, the City of Greensboro is seeking a proven public sector finance executive to serve as Director of Finance (Chief Financial Officer), a cornerstone role within the City's senior leadership team and chief steward of the City's financial health. This position reflects Greensboro's commitment to disciplined leadership and proven stewardship, calling for an experienced professional who can oversee financial operations, support informed decision-making, and maintain a strong, conservative approach to fiscal management in partnership with City leadership and staff.

Quiet Strength. Proven Stewardship. Purpose-Driven Finance. Greensboro's financial stability has been built over decades through responsible leadership, disciplined investment, and a deep commitment to public trust. The Finance Department continues that tradition by strengthening systems, supporting organizational priorities, and sustaining practices that reinforce long-term stability. The next Director of Finance will step into a collaborative leadership environment grounded in mutual respect and shared responsibility, helping safeguard the City's financial integrity while carrying forward a legacy defined by steady, principled stewardship.

## ABOUT THE ORGANIZATION

The City of Greensboro is governed under a Council-Manager form of government with the council serving as the legislative body of City government. City council is composed of a mayor and eight council members who serve four-year terms. The council is responsible for setting and directing policy regarding operations of City government, as well as approving the City's budget of \$830.6M, which supports 2,800 full-time, 200 part-time, and up to 1,000 temporary and seasonal employees across many departments. The City Manager serves as the chief executive officer of the City and is responsible for the execution of council policy and for the management of day-to-day City government operations.

Learn more about the City of Greensboro by visiting its website.



## ABOUT THE COMMUNITY

Greensboro, NC, is the third largest city in the state (ranking just behind Charlotte and Raleigh in population) and is located in the Piedmont Triad region of the state. Covering approximately 140 square miles, the City is home to just over 307,000 residents and has grown steadily into a diverse, mid-sized metropolitan center.

Greensboro was founded in 1808 as the new Guilford County seat, chosen for its central location, which made it easier for residents—many traveling by horseback—to reach the courthouse. Its position in central North Carolina helped it become an important transportation crossroads, especially today as Interstates 40, 85, and 73 converge there. Through the 19th and early 20th centuries, Greensboro became a major textile manufacturing center, and remnants of this legacy continue to shape the city's character. The city also played an essential role in the civil rights movement, most notably with the 1960 Woolworth's lunch-counter sit-ins led by North Carolina A&T students, which became a national catalyst for peaceful protest.

Today, Greensboro has a diverse and steadily growing population, with a median household income around \$62,000 and a broad mix of homeowners and renters. The city is known for its pleasant blend of suburban neighborhoods, historic districts, college communities, and pockets of urban development centered around downtown. Greensboro's housing market is considered relatively affordable compared to many similar-sized cities, with home values continuing to rise but still accessible for many families and first-time buyers. Its cultural makeup is similarly varied, shaped by its universities, its history, and a broad demographic mix that contributes to the city's community character.

Greensboro offers a wide and diverse range of opportunities for enjoying nature, exploring culture, discovering history, and taking part in recreational activities. One of its signature attractions is the Greensboro Science Center, a combined museum, zoo, and aquarium that appeals to visitors of all ages. The International Civil Rights Center & Museum downtown preserves the original Woolworth's lunch counter and offers detailed exhibitions on the civil rights movement. The city is also well known for its parks, gardens, and outdoor spaces, including wetland preserves, the Tanger Family Bicentennial Garden, lakes, and numerous greenways used for walking, running, and





biking. Downtown Greensboro offers a lively collection of restaurants, cafés, galleries, shops, breweries, and nightlife along the Elm Street corridor, giving the city a small-city energy with cultural depth. The Greensboro Coliseum Complex hosts major sporting events, concerts, and entertainment throughout the year, making it one of the largest and busiest venues of its kind in the region.

The city has a vibrant arts and community scene, with the Greensboro Cultural Center serving as a hub for galleries, theaters, studios, and local arts groups. Historic neighborhoods like Fisher Park highlight early 20th-century architecture and a strong sense of heritage. Festivals, concerts, public art, and year-round community events add energy to daily life, while plentiful parks and green spaces give residents easy and quick access to nature.

Greensboro is home to several major colleges and universities, including UNC Greensboro, a large public research school with an active campus near downtown, and North Carolina A&T State University, a nationally recognized HBCU known for its engineering and STEM programs. Greensboro also includes smaller institutions like Guilford College, Bennett College, Greensboro College, and GTCC, the area's main community college for technical and workforce training. Altogether, these schools serve more than 47,000 students and give the city a strong academic presence.

Known for its welcoming and diverse character, the city combines strong schools, a vibrant arts and cultural scene, accessible parks and greenways, and a solid healthcare network that supports both quality of life and long-term stability. Residents value a community that offers the amenities and opportunities of a larger city while still preserving a strong sense of connection and belonging — making Greensboro an inviting place to live, work, and become part of something meaningful.

The city's moderate cost of living and strong public and private school systems add to its appeal, while ongoing strategic initiatives continue to shape Greensboro's future. Efforts such as the Road to 10,000 housing initiative are expanding housing availability and influencing capital planning, infrastructure investment, and long-range financial strategy.

Learn more about Greensboro by visiting the Greensboro Visitors & Convention Bureau website.



## KEY POSITION PRIORITIES

Lead development and execution of the annual budget and capital improvement program while advancing major initiatives, including the upcoming fleet facility garage construction project.

- Deliver clear, data-driven financial insight to City Council and executive leadership, translating complex analysis into actionable policy and operational decisions.
- Safeguard the City's financial strength through active management of the AAA bond rating, oversight of the debt program, and stewardship of more than \$1 billion in outstanding bonded debt.
- Modernize and strengthen financial operations through investment portfolio oversight, implementation of electronic payment systems, and leadership within a GASB-compliant reporting environment, including asset management and preparation of the annual financial report.
- Build organizational capacity by leading and mentoring a high-performing team and fostering trusted relationships with internal partners, external advisors, rating agencies, and regulatory stakeholders.

## QUALIFICATIONS

### *Minimum Qualifications*

- 10 or more years of progressively responsible financial management experience
- Extensive experience with public sector finance, budgeting, and debt management
- Demonstrated success in leading professional teams and managing complex

### *Preferred Qualifications*

- Certified Public Accountant (CPA) or NC Certified Local Government Finance Officer (NCCLGFO)
- Experience advising City Council or similar governing bodies.
- Proven record of implementing innovative financial strategies that enhance equity and community impact.



## THE SUCCESSFUL CANDIDATE

- Demonstrates unquestioned integrity and earns trust through consistent, principled decision-making — especially in complex or high-visibility situations;
- Brings deep financial expertise and professional credibility, serving as a confident and knowledgeable resource to City Council and executive leadership;
- Communicates with clarity and sound judgment, translating complex financial issues into practical guidance and informed decision-making;
- Maintains precision and discipline in financial oversight while balancing long-term strategy with day-to-day operational realities;
- Builds respectful partnerships across departments, supporting collaboration and strengthening organizational alignment;
- Leads inclusively by directing, mentoring, and empowering a diverse, high-performing workforce while fostering collaboration, equity, and innovation;
- Upholds Greensboro's values of being purpose-driven, people-centered, data-informed, resilient, and equitable in both leadership style and financial decision-making; and
- Demonstrates a deep commitment to public service and stewardship of public resources, prioritizing community impact over personal preference.

## SALARY AND BENEFITS

- The hiring range for the position is \$130,643.00 - \$233,783.00 with eligibility for additional executive compensation of \$4,320 annually. A signing bonus of up to \$8,595 may be available for the selected candidate. As a City employee, the Director of Finance participates in the North Carolina Local Governmental Employees' Retirement System (NCLGERS), which includes a 6% pre-tax employee contribution and a City-funded employer contribution, with vesting after five years.
- Supplemental retirement savings opportunities include participation in a 401(a) plan with a 3.25% City contribution based on base salary, as well as 457 / Roth 457 and 401(k) / Roth 401(k) plans. For highly experienced executives, the City may recognize prior public sector service through adjusted leave accrual rates and initial leave balances, consistent with established policies. Learn more about the City's generous benefits package [here](#).
- As with all individuals appointed as City Department Directors, the Finance Director must live within a 30-mile radius of the Greensboro city limits within 12 months of their appointment.





To learn more about  
Greensboro, visit:

[City of Greensboro website](#)

[Greensboro Visitors &  
Convention Bureau website](#)

[Greensboro Chamber of  
Commerce website](#)

[Downtown Greensboro, Inc.  
website](#)

[Greensboro Downtown  
Parks website](#)

## TO APPLY

To apply, visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Finance Director –City of Greensboro, NC** title.

- 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 March 8, 2026, to be considered during the first round of reviews.
- The hiring team will invite successful semi-finalists to participate in virtual interviews and skill evaluations on April 14-15, 2026. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate, as these dates are fixed.
- Direct all inquiries to [hiring@developmentalassociates.com](mailto:hiring@developmentalassociates.com).

The City of Greensboro is an Equal Opportunity Employer. Developmental Associates, LLC, manages the recruitment and selection process for this position. To learn more about our selection process, visit <https://developmentalassociates.com/client-openings/>, select "Client Openings," and scroll down to "Important Information for Applicants."

GREENSBORO



@greensborocity