



Winston-Salem

THE CITY OF WINSTON-SALEM, NC

Invites Your Interest in the Position of

CHIEF FINANCIAL OFFICER





Applicants should apply by May 6, 2026

The City of Winston-Salem, North Carolina—honored with multiple Government Finance Officers Association Certificates of Achievement for Excellence in Financial Reporting and a AAA bond rating—is seeking an accomplished and visionary **Chief Financial Officer (CFO)** to oversee its financial operations. This is a unique opportunity for a proven financial leader to join a management team that is positioning the organization for long-term success through a focus on strategic initiatives and implementation of best practices.

The **CFO** serves as a key member of the City’s executive leadership team, responsible for sound financial stewardship, maintaining fiscal transparency, and strengthening financial comprehension internally with staff and departments and externally with elected officials, residents, and stakeholders. Working with a team of both experienced and recent members, the next **CFO** will play a leading role in building the departmental culture, implementing best financial practices, and establishing clear, consistent direction for financial excellence with organizational partners.

About the Community:

Winston-Salem, the fifth largest city in North Carolina, is often referred to as the “City of Arts and Innovation.” It is the county seat of Forsyth County—the fourth largest county in the state with a population of just over 400,000 - and carries oversight of several joint services serving the entire county. The City of Winston-Salem, with a population of more than 255,000, is part of the Piedmont Triad region, which includes the cities of Greensboro and High Point and has a combined population exceeding 1.7 million. Winston-Salem offers the accessibility and livability of a mid-sized community while providing many of the amenities and opportunities of a larger metropolitan area.



Winston-Salem’s identity is rooted in its dual history. Salem was established in the 18th century as a Moravian settlement, while nearby Winston developed as a center of industry, shaped by companies such as R. J. Reynolds Tobacco Company and Hanes-brands. The two communities merged in 1913, forming what is still known as the “Twin City.” While tobacco and textiles once defined the local economy, Winston-Salem has successfully evolved into a center for healthcare, higher education, research, and innovation. This transformation is exemplified by the Innovation Quarter (left), where former industrial spaces have been repurposed into a thriving hub for business, technology, and research.

One of the more diverse communities in North Carolina, Winston-Salem is approximately 46% White, 32% Black or African American, 18% Hispanic or Latino, with smaller percentages of Asian and other populations. The city has a median age in the mid 30's and a workforce that mirrors its shift from a manufacturing-based economy to one centered on healthcare, education, and professional services. Known for its strong sense of community, Winston-Salem continues to attract residents seeking affordability, opportunity, and a balanced lifestyle.

Supporting this growth is a strong network of higher education institutions that play a vital role in the local economy and talent pipeline, including Wake Forest University, Winston-Salem State University, University of North Carolina School of the Arts, Salem College, Carolina University, and Forsyth Technical Community College. Along with major employers such as Atrium Health Wake Forest Baptist and Novant Health, these institutions help anchor a diverse and expanding economy.

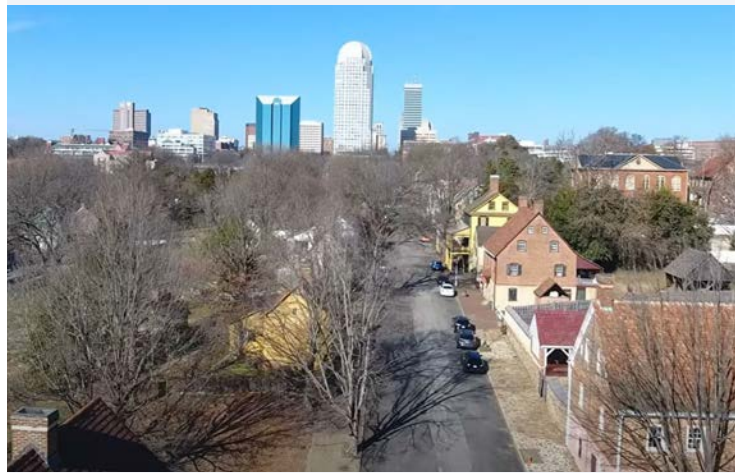
The city offers a high quality of life supported by a vibrant arts and cultural scene, historic attractions, and a revitalized downtown. Destinations such as [Old Salem Museums & Gardens](#), [Reynolda House Museum of American Art](#), and the North Carolina Museum of Art highlight its rich heritage, while a growing mix of restaurants, breweries, and entertainment venues contribute to an active and welcoming community. Winston-Salem offers a variety of outdoor recreation opportunities through its network of parks and greenways, including scenic trails like the [Salem Lake Trail](#) and [Muddy Creek Greenway](#), which are ideal for walking, running, and cycling. Residents can also enjoy outdoor activities at destinations like [Hanging Rock State Park](#), known for hiking, rock climbing, and waterfalls, or [Pilot Mountain State Park](#), a popular spot for hiking and panoramic views. The city's central location provides convenient access to the Blue Ridge Mountains, North Carolina beaches, and nearby cities such as Charlotte and Raleigh, making it easy to enjoy a wide range of outdoor and recreational experiences year-round.

Overall, Winston-Salem offers an appealing mix of history, innovation, and livability. Its manageable size, affordable cost of living, and ongoing growth make it an attractive place to live, work, and build a future.

[Take a virtual tour to experience all that this vibrant community has to offer.](#)



The Strollway (above), a popular 1.2-mile paved and gravel pedestrian-bicycle trail, links downtown to the historic Old Salem Museums & Gardens (below) and Salem Avenue.



Salem Lake (above) provides a peaceful setting for outdoor recreation and nature views. A sprayground operated by the City (below) offers families a fun, accessible way to cool off during warmer months.



About the Organization, Department, and Position:

The City of Winston-Salem operates under a Council-Manager form of government, in which an elected eight-member City Council, led by a separately elected Mayor, establishes policy and strategic direction, while a professional City Manager oversees daily operations. The organization employs approximately 3,000 full-time and part-time staff across 27 departments and operates with an adopted [FY2025-26 budget of \\$724.7 million](#). Guided by its mission to provide impactful services that enhance the quality of life for current and future generations, the City is committed to delivering high-quality, responsive public service. Its vision is to be a premier city in the region—offering world-class amenities while maintaining a keen sense of charm and hospitality. This work is grounded in a set of core values that shape the organization’s culture and decision-making: teamwork, responsibility, respect, integrity, and customer service. More information about the organization can be found [here](#).

The Finance Department is responsible for the City’s financial operations and long-term financial planning. The department is organized into six divisions—administration, accounting/financial reporting, payroll, treasury, revenue, and risk management, ensuring accurate fiscal management and compliance with applicable standards. More information about the Finance Department can be found [here](#).

Reporting to an Assistant City Manager, the **CFO** leads the Finance Department, overseeing an \$8.6 million budget and a team of 45 full-time employees, including two direct reports: a Deputy Financial Officer and an Assistant Financial Officer. The **CFO** advises the City Council on financial matters and serves as administrator of the City’s pension fund. The **CFO** will have the exciting opportunity to steward long-term continuity by capturing institutional knowledge and fostering a culture of mentorship to bridge the gap between past experiences and future innovation. Success in this position will require fostering a culture of continued open dialogue and seamless interdepartmental partnerships, providing consistent financial guidance, and aligning the department with the organization’s strategic efforts. This position must also continue to adhere to the exacting standards of timeliness and integrity in financial reporting. This is a prime opportunity to showcase the City’s fiscal excellence and build a lasting foundation of continued community trust through proactive transparency and collaboration.



Staff with the City of Winston-Salem support community engagement through the City of Winston-Salem University (CWSU) program, guiding participants through a 12-week course on local government (left), and by hosting Neighborhood Services Open Houses (right), where community members learn about city divisions, receive updates, and ask questions—reflecting the City’s commitment to high-quality, responsive public service and its core values.

Key Position Priorities:

- Successfully complete the annual audit while gaining a thorough understanding of the team, their capabilities, and current operations.
- Build strong relationships with department directors, particularly other internal service departments such as Budget and Performance Management, Human Resources, and Information Technology, to understand organizational needs, challenges, and opportunities.
- Conduct a comprehensive assessment of the Finance Department's structure, processes, and service delivery to identify areas for improvement.
- Evaluate and prioritize financial policies and practices for enhancement or modernization, including those related to debt management and issuance.
- Prepare for and lead the successful replacement of the City's outdated ERP system after completion of the implementation of a new HRIS and payroll system this Fall, ensuring alignment with organizational needs.

Qualifications:

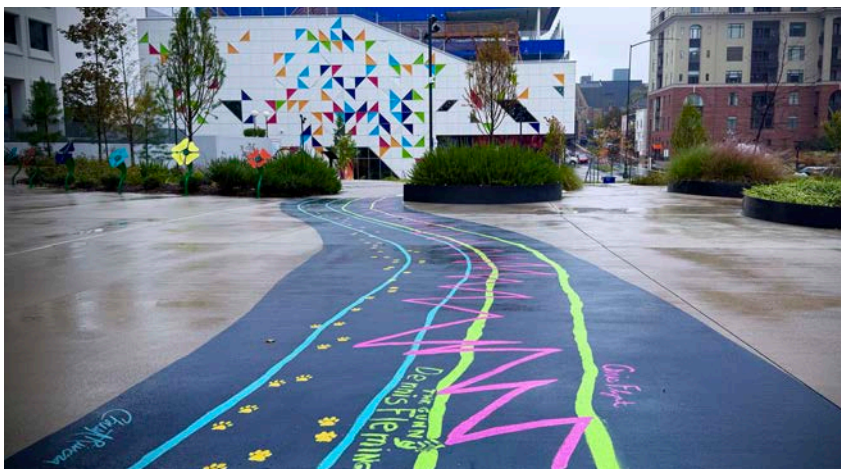
- A bachelor's degree in Finance, Business Administration, Public Administration, or related field is required, a master's degree in Public Administration or a Finance-related field is **highly preferred**.
- A minimum of 7-10 years of progressive experience in government financial leadership and administration including 3-5 years of supervisory experience **is required**.
- Local government experience **is required**.
- CPA and GFOA Certification are **preferred** but not required.



Staff with the City of Winston-Salem engage with the community through various initiatives year-round, including *Coffee with the City* (left), an outreach event offering free coffee and conversation with city departments to discuss local ideas and build trust, and the *Piedmont Earth Day Fair*, a free, family-friendly environmental education event (right) featuring over 120+ eco-friendly exhibitors, live music, local food, kids' activities, and educational exhibits.

The Successful Candidate:

- Brings strong, proven leadership experience and the confidence to step in and lead immediately—this is not a role for someone learning on the job, but for an experienced leader who solves problems and sets direction;
- Leads with both technical expertise and emotional intelligence, creating an environment where people feel supported, valued, and motivated to succeed;
- Builds trust through an approachable, collaborative style, fostering strong working relationships across departments;
- Invests time in understanding staff and operations firsthand, engaging with employees across the organization and demonstrating genuine interest in their day-to-day work;
- Communicates with clarity, confidence, and transparency, bringing executive presence to interactions with the City Council and City Manager’s Office, and demonstrating the ability to understand and navigate the political environment;
- Leads with integrity and a deep commitment to stewardship of public funds, ensuring accountability and transparency in all financial practices;
- Thinks strategically and acts decisively, with the ability to streamline financial policies and procedures while navigating tight budget environments;
- Champions innovation and operational efficiency, leveraging data analytics and digital workflows to streamline processes and move away from paper-based systems;
- Possesses a strong understanding of local government operations and the broader finance environment, enabling immediate impact;
- Develops and empowers staff through coaching, mentoring, and effective delegation, while creating space for managers to think strategically;
- Demonstrates strong organizational awareness, understanding how all parts of the City work together and aligning financial operations to support broader goals;
- Promotes accountability across the organization, supporting the City Manager in ensuring compliance with financial policies and practices; and
- Brings a long-term commitment to the City, recognizing the importance of stability in this role and the value of building trust and momentum over several years.



City staff helped create the “Walk Your Own Path” mural at Liberty Plaza, working with volunteers with disabilities to trace and paint mobility paths that highlight accessibility and movement throughout the community.

Salary and Benefits:

The salary range for this position is \$156,843 to \$243,013, with a midpoint of \$199,928, based on qualifications and experience. Information about benefits can be found on the City's [website](#). The CFO is required to establish residency within 30 miles of the city limits, within 180 days of employment.

To Apply:

Please visit <https://www.governmentjobs.com/careers/developmentalassociates> and click on the **Chief Financial Officer** – City of Winston-Salem, 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 **May 6, 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 **June 4-5, 2026**. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate, as these dates are fixed.
- Direct *inquiries* to hire@developmentalassociates.com.

The City of Winston-Salem is an Equal Opportunity Employer.



The quarry at Grant Park is a scenic destination that blends natural beauty with recreation, offering walking trails, water views, and a peaceful retreat for the community.



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."