



Clayton

North Carolina



Invites your interest in the position of
Chief Financial Officer



Applicants should apply by June 25, 2026

The Town of Clayton, North Carolina, recognized for its strong financial position and AA+ and Aa1 bond ratings from Standard & Poor's and Moody's, is seeking an accomplished and forward-thinking **Chief Financial Officer (CFO)** to lead the Town's financial operations during a significant period of growth, transition, and organizational modernization.

This is a unique opportunity for a strategic and collaborative financial leader to play a central role in shaping the Town's long-term financial direction. The next **CFO** will partner closely with the Executive Team to support continued growth, address increasing service and infrastructure demands, and strengthen the Town's financial systems, processes, and reporting capabilities.

Clayton's **CFO** will provide executive leadership across a broad and integrated finance portfolio, including financial operations, accounting and reporting, cash and debt management, investment strategy, utility billing and customer service, procurement, financial systems/ERP, and asset management. Beyond functional oversight, the **CFO** will ensure effective coordination across these areas, improving transparency, consistency, and organizational performance.

The Town is in a pivotal period of transition and modernization, creating a rare opportunity for the next **CFO** to shape the future of the finance function. This includes evaluating and strengthening internal operations, guiding ongoing system and process improvements, and building a scalable, high-performing organization that supports long-range financial planning and decision-making.

The **CFO** will play a key role in advancing data-informed decision-making across the organization, helping departments better understand financial information, improving accessibility to meaningful data, and strengthening the Town's overall financial governance and operational effectiveness.

The Town is seeking a finance professional with a demonstrated ability to lead cohesive, accountable, and high-performing teams. The successful candidate will be an experienced and confident leader who delegates effectively, develops staff, and fosters a culture of collaboration, accountability, and continuous improvement.



About the Community:

The Town of Clayton is one of the fastest-growing communities in North Carolina and is consistently recognized as one of the best, safest, and most affordable places to live, work, and raise a family. Located just 20 minutes southeast of Raleigh in Johnston County, Clayton is part of the thriving Research Triangle region, home to world-class industries in technology, healthcare, education, and life sciences. With a population exceeding 34,000 and continued growth on the horizon, Clayton offers the ideal balance of small-town charm and big-city opportunity.

Founded in 1869 along a historic railroad corridor, Clayton has grown from a rural community into a vibrant, forward-looking town. Today, it is defined by strong neighborhoods, excellent schools, expanding healthcare services, and a growing and diverse business base. While the community has experienced significant growth over the past two decades, it has remained committed to preserving the welcoming, close-knit atmosphere that makes Clayton unique. Its tagline, "The Premier Community for Active Families," reflects a strong focus on quality of life, community engagement, and recreational opportunities.

Clayton's economy is strengthened by its proximity to the Research Triangle and by major employers such as UNC Johnston Health, Novo Nordisk, Grifols, and Caterpillar. The surrounding region has become a hub for biotechnology, pharmaceutical manufacturing, advanced manufacturing, and healthcare, offering a wide range of career opportunities and long-term economic stability.



Quality of life is at the heart of the Clayton experience. The Town features a vibrant downtown filled with locally owned restaurants, breweries, coffee shops, boutiques, and a popular farmers market. Residents enjoy a year-round calendar of signature events, including the Downtown Concert Series (May–September), Square-to-Square Street Festival (June), Harvest Festival (October), and the Christmas Village and Tree Lighting (December). These events, combined with a strong sense of community, create an inviting and active environment for residents of all ages.

Clayton also offers an expanding network of parks, greenways, trails, and athletic facilities, along with extensive parks and recreation and cultural arts programming. The Clayton Center serves as a regional destination for performing arts, concerts, and community events, drawing visitors from across the region. Additionally, Clayton's central location provides convenient access to both the North Carolina coast and the Blue Ridge Mountains, making weekend getaways and outdoor recreation easily accessible.

For professionals seeking a growing, connected, and community-focused place to live and work, Clayton offers an exceptional quality of life and an opportunity to be part of a dynamic and fast-evolving community.

About the Organization:

The Town of Clayton operates under a Council-Manager form of government, with five elected Town Council members and a separately elected Mayor. The Council establishes policy and strategic direction, while the Town Manager oversees daily operations. Clayton's elected officials serve the entire town rather than specific districts and serve staggered four-year terms.

The Town employs approximately 350 full-time employees across its municipal operations, including enterprise functions supporting water, sewer, and electric services. Clayton has a proposed FY2026–2027 budget of approximately \$140.3 million, including a \$63.2 million General Fund, \$53.6 million Water and Sewer Fund, and \$23.5 million Electric Fund. The Town owns and operates a municipal electric utility and functions as a wholesale purchaser and reseller of electricity.

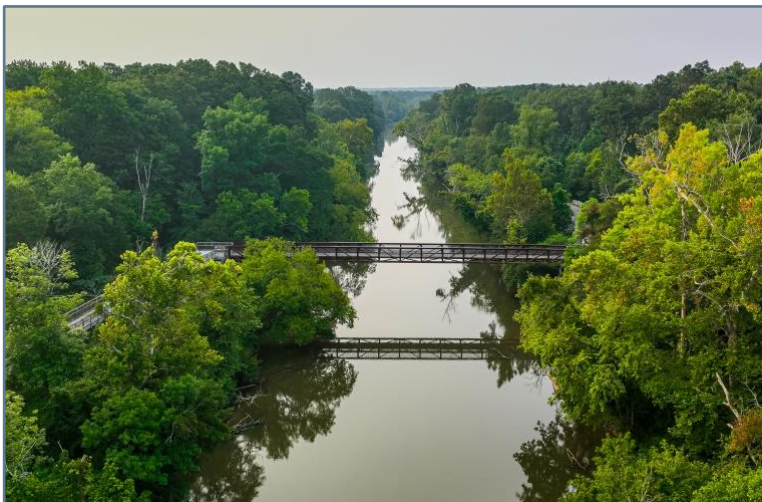
The Town also maintains a significant capital improvement program across all funds, supported through a combination of pay-as-you-go financing, general obligation bonds, limited obligation bonds (LOBs), and installment financing. Davenport & Company serves as the Town's financial advisor. A property revaluation occurred in FY2026, resulting in an adopted tax rate of \$0.49 per \$100 of assessed value, reduced from \$0.65 in FY2025. The revenue-neutral rate was \$0.45 per \$100.

The Town's Strategic Plan, adopted in 2024, focuses on guiding future growth, organizational effectiveness, infrastructure investment, and high-quality service delivery. Key priorities include supporting a vibrant downtown, sustainable infrastructure, diversified economic development, public safety, community engagement, mobility and transportation, and amenities that enhance quality of life for residents and visitors.

More information about the Town of Clayton can be found [here](#).

Qualifications:

- Bachelor's degree in Finance, Business Administration, Public Administration, or a related field (required); Master's degree in Public Administration, Finance, or a related field (preferred).
- Minimum of 8–10 years of progressively responsible experience in governmental financial leadership, including at least 5 years in a senior management role.
- Local government or municipal experience strongly preferred.
- NC Certified Local Government Finance Officer (or ability to obtain within a reasonable timeframe).
- CPA preferred.
- Residency within reasonable proximity is expected to support executive leadership responsibilities and community engagement.



Key Position Priorities:

- **Lead ERP and Financial Systems Modernization**

Oversee the Town's multi-year ERP and systems transformation, guiding implementation of modern, scalable financial operations. Evaluate and redesign workflows, improve reporting capabilities, and align financial systems to support organizational growth and more data-informed decision-making.

- **Strengthen Organizational Structure and Team Capability**

Assess and optimize the Finance Department's structure, staffing, and operations. Clarify roles and responsibilities, support documentation of institutional knowledge, promote effective delegation, and implement ongoing training and development strategies to build a confident, high-performing team.

- **Elevate Finance as a Strategic Partner**

Strengthen the Finance Department's role in organizational decision-making by enhancing communication, accessibility, and trust. Build effective working relationships with executive leadership, departments, elected officials, auditors, and external partners to improve collaboration and financial insight across the organization.

- **Support Growth and Complex Capital Operations**

Provide leadership and oversight for major capital programs and utility infrastructure initiatives, ensuring strong procurement, contract management, and financial controls. Enhance forecasting and establish scalable financial frameworks to support rapid growth and increasing service demands.

- **Advance Audit Readiness and Financial Accountability**

Lead the Town's audit process, including active engagement in the FY2026 audit and preparation of the ACFR. Strengthen internal processes, documentation, and data management to support audit readiness, continuity, and strong external partnerships going forward.



The Successful Candidate:

The Town is seeking a CFO who brings both technical expertise and strong organizational leadership, with demonstrated experience in:

- Public-sector finance functions, including debt issuance and Local Government Commission (LGC) interaction, audit management, internal controls, financial compliance, and oversight of public funds;
- Leading ERP or major financial system implementations and managing cross-functional financial operations (finance, accounting, reporting, utility billing, customer service, and procurement); and,
- Working effectively within complex, multi-fund organizations, including enterprise fund management, capital planning, and long-range financial strategy.



The ideal candidate will also:

- Lead with both technical strength and emotional intelligence, fostering a supportive, accountable, and high-performing team culture;
- Build trust and credibility through a collaborative, service-oriented leadership style that strengthens relationships across the organization;
- Communicate clearly and effectively with diverse audiences, serving as a bridge between technical finance functions and organizational decision-making;
- Demonstrate strong critical thinking and problem-solving abilities, with a track record of identifying inefficiencies and implementing practical, scalable improvements;
- Thrive in a fast-paced, high-growth environment, navigating organizational change, transition, and ambiguity with confidence and adaptability;
- Be willing to challenge legacy processes and drive improvements in efficiency, accountability, and compliance while respecting institutional knowledge and staff expertise;
- Delegate effectively while providing strategic leadership, mentorship, and direction to ensure both operational success and long-term organizational development;
- Bring a comprehensive understanding of local government finance, enabling immediate impact across financial operations and strategic initiatives; and,
- Demonstrate a strong commitment to continuous improvement, operational excellence, and implementation of best practices.

Salary and Benefits:

The salary range for this position is \$123,389 – \$191,253. Starting salary is based on qualifications and experience. The Town offers a competitive benefits package that includes participation in the North Carolina Local Governmental Employees' Retirement System (LGERS), and a state-administered pension plan requiring a 6% employee contribution, with the Town contributing 14.38% on behalf of employees. In addition, employees are eligible to participate in supplemental retirement savings plans through Empower, including [NC 401k](#) and [NC 457b](#) plans, with the Town contributing an additional 5% to the NC 401(k) plan with no employee contribution required. Additional benefits for this position include a cellphone and participation in a professional development program. More information regarding the Town's comprehensive benefits package can be found [here](#).

To apply, please visit <https://www.governmentjobs.com/careers/developmentalassociates>, and click on the **Chief Financial Officer – Town of Clayton, NC** title.

- All applications must be submitted online via the Developmental Associates application portal (link above) – NOT the Town's employment application portal or any other external website.
- Resumes and cover letters must be uploaded with the application.
- Applicants should apply by **June 25, 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 **July 28-29, 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 hire@developmentalassociates.com

The Town of Clayton 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."

