



CITY OF RINCON, GEORGIA

Invites Your Interest in the Position of

FINANCE DIRECTOR





Applicants should apply by September 15, 2026

Lead the Financial Future of a Thriving Coastal Community

Positioned at the epicenter of historic economic expansion in Effingham County, the City of Rincon, Georgia, is seeking a highly communicative, courageous, and proactive **Finance Director** to shape the city's financial landscape during an unprecedented era of growth. Driven by major regional industrial developments—including the landmark Hyundai Metaplant and rapid commercial hub expansion—Rincon offers a rare opportunity to build modern financial frameworks while preserving the tight-knit, small-town charm that defines its community.

Rincon's **Finance Director** serves as a vital strategic partner to the City Manager, Mayor, and City Council and the organization's 87 full-time and 38 part-time employees.

Key responsibilities for the Finance Director include:

- Lead a team of 7 dedicated employees including 4 direct reports: Accounts Payable/Finance Coordinator, Accounts Receivable/Finance Coordinator, and Utility Billing Manager.
- Direct budgeting, accounting, investments, and procurement.
 - Oversees the departmental budget* of \$979,841.
 - *Rincon's \$27.3M [FY 26 adopted budget](#) is largely supported by Local Option Sales Tax and utility revenue.
- Safeguard city assets, ensure accountability, and monitor long-term financial plans.
- Manage billing, collections, and risk management activities.

This is more than an accounting role; it is an executive leadership position built for a resilient professional who possesses strong executive presence, high ethical standards, and a collaborative spirit. If you are an experienced municipal finance leader ready to foster institutional transparency, build trust across city departments, and confidently guide a community through transformative growth, the City of Rincon welcomes your leadership.



*Macomber Park Complex brings families together and reflects the quality of life the next **Finance Director** will help sustain through sound financial stewardship.*

Cover photos (from top, clockwise): An aerial view of Rincon showcases a thriving community where thoughtful growth and a strong sense of community go hand in hand. From the City's recognizable water tower, a symbol of the infrastructure that supports a growing community, to the ribbon cutting for Patriot Park and the Rincon Fire Department's outreach at summer camp, these images reflect Rincon's commitment to enhancing quality of life for residents of all ages.

First-Year Priorities:

The new **Finance Director** will lead immediate, highly visible projects with strategic execution:

- **Capital Improvement Program (CIP):** Develop a comprehensive CIP for Council review to accommodate growth, including a new wastewater treatment plant, fire station, recreation complex, and downtown city center.
- **SPLOST & Funding Strategies:** Ensure the proper tracking and management of Special Purpose Local Option Sales Tax (SPLOST) revenues. Advise the Mayor and Council on critical funding strategies, including the potential implementation of a property tax.
- **Modernize Financial Operations and Establish Standard Operating Procedures (SOPs):** Develop and implement robust financial management and budget policies. Bring clarity to budget development and train staff on new processes.
- **Workforce Assessment & Relationship Building:** Assess the Finance Department's structure to determine staffing needs. Make intentional efforts to understand the history and needs of other department directors through collaborative, one-on-one meetings.



Rincon City Hall serves as the center of municipal leadership, where the next **Finance Director** will partner with the City Manager, Mayor, City Council, and department leaders to guide financial strategy, safeguard public resources, and build a strong fiscal foundation for Rincon's continued growth and success.

About the Community:

Steeped in a rich history dating back to the 1700s, Rincon is a proud and welcoming community located just 32 miles from Savannah. Its 13,000 residents widely consider the city the preferred place to live, shop, and do business. The city is actively planning for future expansion, with ongoing annexation discussions that could add another 4,000 to 5,000 residents. Notably, Rincon currently operates with zero city property tax, relying instead on Local Option Sales Taxes (LOST) and utility revenues.



Community traditions, family-centered events, and outstanding recreational amenities reflect the quality of life that defines Rincon.

Whether celebrating at the Freedom Rings Parade (top photo), making memories at Trunk or Treat (middle photo), or enjoying the City-owned Lost Plantation Golf Course (bottom photo), residents experience a community that is welcoming, engaged, and invested in its future.



Required Minimum Qualifications*:

- **Education:** Bachelor's degree in business, finance, accounting, public administration, or a closely related field.
- **Experience:** Six years of progressively responsible experience in public or municipal finance or a closely related field.
- **Certifications:** A Certified Public Accountant (CPA) State License and Certified Government Finance Manager (CGFM) Professional Designation are preferred.
- **Additional Requirements:** Must possess a valid Georgia driver's license and pass a drug screening and background check.

***Please note:** Residency within Rincon's city limits or Effingham County is preferred for this position.

The Successful Candidate will possess:

- **Executive Presence:** Not easily intimidated; utilizes data and expertise to confidently advocate for financial best practices to the City Manager, Mayor, Council and other stakeholders.
- **Exceptional Communication Skills:** Ability to listen, work collaboratively, explain complex financial reporting in layman's terms, and educate staff and city leadership.
- **Municipal Expertise:** Extensive knowledge of municipal operations (e.g., police, utilities), governmental accounting, and financial forecasting.
- **Strategic Vision:** Experience evaluating efficiencies in procurement, conducting risk assessment and evaluation and advocating for changes that reduce risks for the organization.
- **Grant acquisition:** Successful track record of grant acquisition and management; experience working collaboratively with department heads and organizational staff to manage grant expenditures.



*Sound financial stewardship provides the foundation for exceptional public service. Rincon's next **Finance Director** will use data, strategic insight, and municipal expertise to guide budgeting, investments, procurement, grants, and long-term financial planning—strengthening the City's ability to support essential services and responsibly manage resources for the community.*

Salary and Benefits:

The salary range for the position is \$103,205 to \$175,448. Starting salary is dependent on qualifications and experience. The City of Rincon, GA offers a comprehensive benefits package including health, dental and vision insurance, life insurance, accruable paid time off, and participation in the Georgia Municipal Association (GMA) retirement program.

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

- **If you have accessed this position within the Government Jobs portal**, simply hit the green “Apply” button in the upper-right corner to begin your application.
- 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 **September 15, 2026**.
- Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation interviews on **October 22-23, 2026**. 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 Rincon, GA is an Equal Opportunity Employer.



The Veterans Wall at Veterans Park of Effingham County recognizes the men and women of Effingham County who have served the nation, reflecting the community’s enduring respect for their service and sacrifice. (Goodywn Mills)



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.”