GROW WITH GUILFORD

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Nurture Your Community.

GUILFORD COUNTY, NC

Invites Your Interest in the Position of

CHIEF FINANCIAL OFFICER



APPLICATION DEADLINE: NOVEMBER 18, 2026

Guilford County, North Carolina, seeks a dynamic, collaborative, and strategic leader to serve as its next Chief Financial Officer (CFO). As one of North Carolina's most populous and vibrant counties, Guilford County offers a rare opportunity for a transformational executive to align fiscal strategy with organizational innovation.

The next CFO will be a key advisor to County Leadership and the Board of Commissioners, serving not only as a strategic financial advisor but also as a trusted business partner, effective communicator, and team builder. Managing the fiscal health of a complex local government with a nearly $1B budget, the ideal candidate will bridge technical mastery in municipal finance with adaptive leadership—modernizing operations, building enterprise-wide relationships, and leading key initiatives, including structuring and managing debt issuances to support a $2B

ABOUT THE COMMUNITY

Guilford County, with a population of over 550,000, is North Carolina's third most populous county and a major regional center for commerce, higher education, and culture. Anchored by its two largest municipalities—Greensboro (the county seat) and High Point—the community offers a high quality of life with diverse neighborhoods, rich cultural amenities, and robust economic growth.



Photo: High Point University

- Diversity & Population: Guilford County is a vibrant, inclusive community with over 100 languages spoken. Demographically, the county is 47.23% Caucasian, 33.15% African American, 9.63% Hispanic (of any race), and 5.31% Asian, with a median age of 37.
- Education & Higher Learning: A renowned hub for higher education, the county hosts numerous prestigious institutions, including UNC Greensboro, North Carolina A&T State University, High Point University (right), Elon University School of Law, Guilford College, Bennett College, Greensboro College, and Guilford Technical Community College.
- K-12 Educational Excellence: Guilford County Schools (GCS) is the third largest district in North Carolina and among the top 50 in the nation, serving approximately 66,000 students across Pre-K–12th grade. GCS boasts a 93% graduation rate and offers 258 Career-Technical Education programs. The community approved a historic $2B school bond investment to fund new school construction and major countywide modernizations.

- **Economy & Major Employers:** Historically recognized for textiles and furniture manufacturing—highlighted by the world-famous semi-annual High Point Market—the local economy has expanded into technology, healthcare, aviation, and advanced manufacturing. Major economic developments include Toyota Battery's $13B+ investment bringing 5,000+ jobs, and Jet Zero's 600-acre campus at Piedmont Triad International Airport projected to add 14,000+ jobs. Five Fortune 500 companies maintain a strong presence in the county.
- **Lifestyle & Recreation:** Residents enjoy exceptional lifestyle amenities, including the Steven Tanger Center for the Performing Arts, the International Civil Rights Center & Museum, the Greensboro Science Center, extensive greenways, hiking and mountain biking trails, and scenic lakes. Located in the central region of the state, the mountains and beaches of North Carolina, are a reasonable drive away.



From the Juneteenth Triad Farmers Market (top) to the Bur-Mil Park Fall Fest (middle photos) and the Greensboro Pride Festival at LeBauer Park (bottom), community traditions bring residents together and celebrate the connections that make Guilford County a vibrant place to live and work.



ABOUT THE ORGANIZATION, DEPARTMENT AND POSITION

The Organization: Guilford County is governed by a nine-member Board of County Commissioners, elected by district and at-large for four-year terms. Operating under the County Manager form of government, the County is recognized for sound fiscal administration, a strong fund balance, and a AAA bond rating. The FY2026-27 adopted budget is approximately $889 million, supported by a property tax rate of 78.95 cents per $100 of assessed value. The County employs nearly 3,000 full-time personnel across more than 30 departments organized into strategic service areas. The Board adopted a comprehensive plan in 2025 which guides County planning, development and financial priorities.

The Department & Position: Reporting directly to the County Manager, the Chief Financial Officer serves as Guilford County's statutorily designated Finance Officer under North Carolina law. The CFO leads a department of 40 employees, including five direct reports, and oversees accounting, accounts payable and receivable, payroll, debt management, cash management and investments, financial reporting, auditing, and procurement. Additionally, the role translates complex financial data into clear dashboards and presentations, optimizes ERP (MUNIS) technology and cross-departmental data workflows, and mentors department staff to foster a highly communicative, supportive team culture. The most recent Annual Comprehensive Financial Report can be found here.

KEY POSITION PRIORITIES

- Interdepartmental Collaboration & Process Modernization: Partner with department leadership to strengthen and standardize financial procedures, improve service delivery, and develop consistent, transparent, and collaborative processes that support operational effectiveness across the County.
- Debt Management & Long-Term Forecasting: Structuring and managing debt service for the $2B public education bond referendum over a 5–10 year forecast, evaluating debt ratios and fund balances in concert with the Budget Office and County Manager to safeguard the AAA bond rating.
- ERP Strategy & System Integration: Leading the optimization of the Tyler/MUNIS ERP system; working with IT and HR to build reliable data bridges; developing practical workarounds; and engaging frontline staff in process design.
- Board & Stakeholder Communication: Delivering clear, concise, and engaging financial reports and presentations to the Board of County Commissioners and executive management to elevate financial acumen and support informed decision-making.
- Staff Development & Operational Stability: Strengthening cross-training, updating formal documentation, and filling critical staffing vacancies.



Guilford County's Public Safety Community Day brings residents and public safety teams together to share resources, build relationships, and promote safer, stronger communities through engagement and education.

QUALIFICATIONS AND REQUIREMENTS

Minimum Qualifications:

- Education: Bachelor's degree in accounting, finance, business administration, public administration, or a closely related field.
- Experience: Five (5) years of progressively responsible governmental or complex organizational financial management experience, including at least three (3) years in a senior management or supervisory capacity.

Preferred Qualifications:

- Master's degree in public administration, business administration, finance, or related field.
- Certified Public Accountant (CPA) credential.
- North Carolina Certified Local Government Finance Officer designation.
- Demonstrated experience serving as a Finance Officer or Deputy Finance Officer in North Carolina local government.
- Comprehensive expertise in Local Government Commission (LGC) requirements, GASB standards, debt issuance, capital project financing, investments, internal controls, and ACFR preparation.
- Hands-on experience leading ERP system optimizations (preferably Tyler/MUNIS) and process re-engineering in a complex organization.

Residency Requirement: Guilford County requires the Chief Financial Officer to reside within a two-hour driving radius of Guilford County (or be willing to relocate upon hire).

Families gather at Northeast Park in Gibsonville for Guilford County's annual Fireworks Extravaganza, celebrating community with an evening of family fun and a spectacular fireworks display.



SUCCESSFUL CANDIDATE CHARACTERISTICS

The successful candidate will be a **hybrid leader**—combining deep technical acumen in North Carolina municipal finance with adaptive executive leadership, emotional intelligence, and proactive project management skills.

Specifically, the ideal leader will be:

- **A Collaborative Partner:** Known for replacing operational silos with open communication, seeking department head input, and viewing finance as a customer-service business partner.
- **An Outstanding Communicator:** Possessing the rare ability to demystify complex accounting, debt, and statutory concepts into clear, actionable presentations for elected officials, non-financial managers, and residents.
- **A Strategic Problem Solver:** Able to navigate complex ERP challenges with critical thinking and common sense, leveraging data to drive continuous improvement.
- **An Empowering & Ethical Mentor:** Committed to transparency, fairness, and staff development—someone who actively coaches employees, values frontline feedback, encourages professional growth, and fosters psychological safety.
- **A Resilient Strategic Steward:** Possessing long-term commitment to organizational stability, calm crisis leadership, and a steadfast commitment to maintaining public trust and fiscal integrity.

SALARY AND BENEFITS:

Hiring Range: $145,000 – $190,000 (commensurate with qualifications and experience).
Guilford County provides a highly competitive, comprehensive benefits package, including:

- Health, dental, and vision insurance options
- Participation in the North Carolina Local Governmental Employees' Retirement System (NC LGERS)
- Supplemental 401(k)
- Generous paid leave (vacation, sick, caregiver, and holidays)
- Wellness incentives, life insurance, and professional development support





Guilford County staff and community partners bring residents together during Creek Week for hands-on learning that promotes clean waterways, healthy watersheds, and environmental stewardship.

HOW TO APPLY:

To apply, Please visit https://www.governmentjobs.com/careers/developmentalassociates and click on the **Chief Financial Officer – Guilford County, NC** job title.

- Note: If you have accessed this position from within the Government Jobs portal, simply hit the green "Apply" button in the upper-right corner to begin your application.

- **Application Deadline: November 18, 2026.**
- **Application Process:** All applications must be submitted online via the Developmental Associates application portal using the link above—**NOT** via the County's employment portal or external job boards.
- **Required Documents:** A comprehensive resume and tailored cover letter must be uploaded with the online submission.
- **Hiring Process Schedule:** Successful semi-finalists will be invited to participate in virtual interviews and skill assessment evaluations scheduled for **December 17–18, 2026**. These dates are fixed. Onsite interviews for selected finalists will take place with the Guilford County leadership team at a time to be determined. Candidates are asked to reserve these dates should they be invited to participate.

For direct inquiries, please email hiring@developmentalassociates.com.

Guilford County is an Equal Opportunity Employer.







Through initiatives like the Livability Forum and Budget Town Hall, Guilford County brings County leadership, staff, and residents together to share ideas, inform decision-making, and shape community priorities, helping ensure County resources are used effectively to strengthen public services and meet community needs.

DEVELOPMENTAL ASSOCIATES LLC

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."