



FORT WORTH®



**CITY
AUDITOR**



■ THE COMMUNITY

The City of Fort Worth, or otherwise known as the “City of Cowboys & Culture”, is at the heart of true Texas hospitality and western heritage! As the 12th largest city in the U.S., Fort Worth is home to over 900,000 residents representing culturally diverse communities. Located in north central Texas, Fort Worth is designated as one of America’s “Most Livable Communities” and truly offers a melting pot of culture, commerce, community and yes, cowboys. While keeping the small-town charm that keeps it unpretentious and charismatic in all the right ways, Fort Worth is the 2nd fastest growing city in the nation with great neighborhoods, scenic terrain and a rich history of arts and culture, paired with world-class opportunities for business and education.

Fort Worth is the #1 tourist destination in Texas and welcomes more than 9.4 million visitors annually. With many events and activities to choose from, Fort Worth has much to offer both tourists and area residents such as Texas Motor Speedway, Billy Bob’s Texas, Fort Worth Stockyards, Kimbell Art Museum, Bass Performance Hall, Sundance Square, Botanic Garden, Fort Worth Zoo, Dickies Arena, Will Rogers Memorial Center, the renowned Fort Worth Cultural District, and headquarters to American Airlines, the world’s largest airline, at the 4th busiest airport in the nation - Dallas-Fort Worth Airport.

The city’s economy is primarily based six major industry clusters: Aviation/Aerospace, Life Sciences/Health Care, Logistics, Manufacturing, Corporate/Professional and Energy (oil and gas). The region is also home to some of the state’s most prestigious universities, Texas Christian University (TCU), Texas A&M School of Law, Texas Wesleyan University, and the UNT Health Science Center.

■ THE ORGANIZATION

The City of Fort Worth is a values-based, customer-focused organization that strives to improve the quality of life for residents by consistently surpassing expectations, exhibiting a high degree of stewardship, and ensuring financial accountability and transparency.

The city operates under the Council-Manager form of government with an at-large Mayor and Council Members that represent eight districts. The City Council appoints the City Manager, City Secretary, City Attorney, City Auditor, Municipal Court Judges, and members of City boards and commissions. The City Manager serves as the chief administrative and executive officer of the City and is responsible for guiding and directing day-to-day operations and oversight of all positions. The city has a staff of approximately 7,491 employees, an operating budget of \$2 billion and ad valorem tax rate is \$0.7475 per \$100 of valuation.

■ VALUES

Exceptional Customer Experience - We take care of each customer on an individual level by taking the time to address problems, discussing solutions, and making each person feel acknowledged and important.

Accountability - We are always responsible for our own actions and decisions, and represent integrity, honesty and openness to our co-workers and our community members — no matter how big or small of a job.

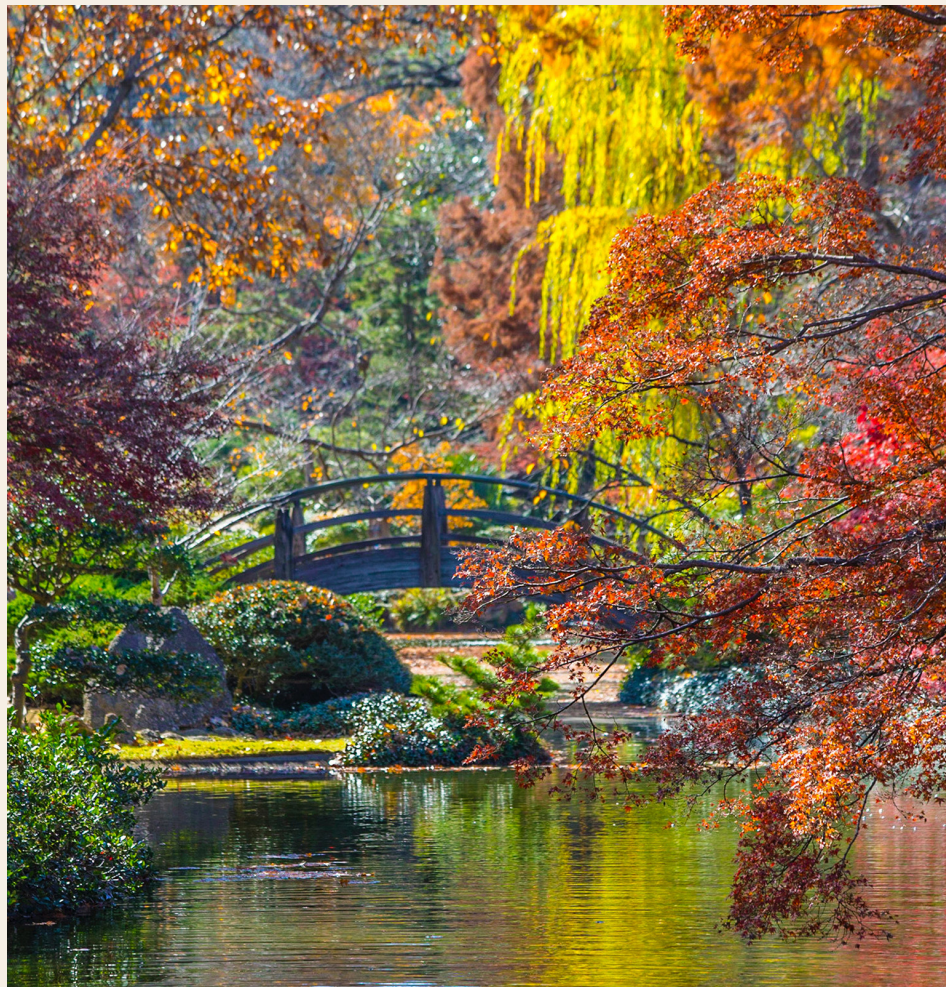
Ethical Behavior - We operate under a high moral code of ethics, doing the right thing always, even when it's the tougher choice to make. Ethical behavior ensures trust and fosters honesty in times of ease and difficulty.

Diversity - We support and cultivate an open and accepting environment for all people from all walks of life, knowing that inclusion helps make this a better city and a better world to live in.

Mutual Respect - We create an environment of mutual respect that consistently fosters the growth of ideas and the practice of team- work so everyone feels comfortable and represented in their roles within the community.

Continuous Improvement - We continue to improve our processes and challenge our status quo to ensure that we are always on the forefront of what a city can do to make its residents feel safe, happy and taken care of.

To learn more about the
City of Fort Worth visit:
<https://www.fortworthtexas.gov/Home>



■ DEPARTMENT OVERVIEW

The mission of the City Auditor's Office is to assist the Mayor and City Council in the effective discharge of their responsibilities by identifying risks and conducting independent and objective evaluations of city programs and services. The office aims to help promote fiscal stewardship, transparency and add value by ensuring that the City of Fort Worth's governance processes are efficient, effective and are in compliance with applicable regulatory guidelines, as well as accountable through an independent assessment of operations and business practices. This position will manage a department with an annual operating budget of \$2,131,447 per year and a total of 17.96 FTEs.

The City Auditor serves as the staff liaison on the City of Fort Worth's Audit Committee, which is a standing City Council committee consisting of four council members appointed by the mayor. The Audit Committee provides advice to the City Council with respect to oversight for financial reporting, internal controls, and auditing activities and has set a high bar of success in governmental auditing. The effectiveness of the committee is well known in the state of Texas for the success of audit findings by the City Auditor's Office, which ensures that the city is a good steward of taxpayer dollars.

To learn more visit: <https://www.fortworthtexas.gov/departments/internal-audit>

■ THE POSITION

The City Auditor is appointed by and serves at the pleasure of the Fort Worth City Council and is responsible for directing financial, procedural, operational, fiscal compliance, information technology and program audits for all city functions and activities. This role will undertake special projects, analyses and investigations as assigned by the City Council and/or City Manager. The City Auditor will lead a hardworking and dedicated team to assess citywide risks and conduct audits that are in compliance with applicable laws, governmental regulations and management policies or procedures.

The City Auditor will be a bridge builder working collaboratively with department staff to develop and implement departmental goals, objectives, and priorities that support financial trust and transparency. This role requires a leader to engage well with city departments to set a high expectation on monitoring and evaluating the efficiency of city services and operations to include control methods, contract management, timekeeping and payroll processes, account payables and receivables, allocation of resources and inventory of assets.



■ THE IDEAL CANDIDATE

The ideal candidate for the next City Auditor shall have the political aptitude and emotional intelligence to make financially and ethically sound decisions ensuring the City's financial transparency and accountability. This highly collaborative leader shall have exceptional interpersonal and analytical skills to bring credibility to the role and have the ability to quickly establish mutual respect and trust with Mayor and Council, City leadership, the Audit Committee, City employees, local businesses, community stakeholders, and the public as needed. This experienced professional must be highly competent in governmental auditing and accounting, as well as in-depth knowledge of governmental generally accepted accounting principles (GAAP) to effectively implement and enhance a robust audit plan, with fairness and integrity. Previous municipal government experience is essential for this role!

The City Auditor shall have these additional core competencies:

- **Adaptable and Managing Change** – Able to adapt to ongoing challenges and capable of shifting in various directions due to changes in goals or issues that arise; recommends changes for policy as needed and work with departments and management to correct identified deficiencies and achieve established objectives.
- **Analytical** – Makes financially-sound decisions; optimizes resources and initiates efficient work processes; pursues aggressive goals and works hard/smart to achieve them; possesses the ability to evaluate and improve processes and procedures to enhance services.
- **Business Acumen** – Has experience in governmental auditing and accounting; including a governance process that ensures accuracy and inclusiveness.
- **Results Oriented** – Improves and sustains superior business performance; ability to manage competing priorities effectively; ability to lead a team of financial analyst professionals through the debt financing process; makes financially-sound decisions; pursues aggressive goals and works hard/smart to achieve them
- **Problem-Solving and Strategic Thinking** – Develops short and long-range audit plans, strategies, priorities, goals and objectives; demonstrates the ability to analyze, interpret and effectively identify and solve problems; makes informed decisions, and successfully addresses complex organizational challenges.
- **Collaboration** – Has the ability to maintain effective working relationships with city management, elected officials, department heads, committee members and various community businesses and leaders; has the professional presence to serve as the official City representative on a variety of boards, commissions and committees.
- **Financial Acumen** – In-depth knowledge of the principles and practices of government auditing and accounting; including a governance process that ensures accuracy and inclusiveness.
- **Effective Communicator** – Strong interpersonal, analytical, written and verbal communication and presentation skills, managerial, supervisory, and creative problem-solving techniques; handles sensitive situations with tact and diplomacy
- **Technically Savvy** – Stays abreast of industry best practices, relevant technology applications and contemporary tools and work methods, and demonstrates a tendency towards exploring and applying new ways of doing business that add value to operations; possesses strong computer skills.

■ EDUCATION/EXPERIENCE

Bachelor's degree from an accredited college or university with major coursework in Accounting, Public Administration, Business Administration, or a closely related field. A minimum of 8 years' experience in auditing, accounting, public administration, to include 4 years of management and supervisory experience. Certified Internal Auditor (CIA) and Certified Public Accountant (CPA) credentials are required!

■ COMPENSATION & BENEFITS

The salary range for this position is **\$150,000 - \$200,000** and is commensurate on the selected candidate. The City of Fort Worth is dedicated to its employees' well-being by providing competitive health benefits, a well-rounded wellness program and a Zero Accident Philosophy® workplace.

For more information on the City of Fort Worth Benefits visit:

<https://www.fortworthtexas.gov/departments/hr/employees/benefits>

■ APPLICATION PROCESS & RECRUITMENT SCHEDULE

To be considered for this exceptional career opportunity, submit your resume, cover letter, and a list of six work-related references (who will not be contacted without prior notice) by **Monday, April 25, 2022**.

To review more information about this position visit:

<https://www.cpshr.us/recruitment/1922>.

Candidates deemed to have the most relevant backgrounds will be invited to participate in a preliminary screening interview with the consultant. Those individuals determined to be best suited will be invited to participate further in a formal assessment process. An appointment is anticipated upon the completion of comprehensive reference and background checks.

For additional information about this position please contact:

KYLIE WILSON

Senior Executive Recruiter

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www.cpshr.us

CPS HR  CONSULTING

