



CHIEF FINANCIAL OFFICER



■ THE COUNTY ■

Galveston County is the 17th largest county in the State and is one of the top beach destinations on the Gulf Coast of Texas, just 50 miles from Houston, encompassing an area of 378 square miles. The County has a population of 351,000 residents and is comprised of the cities Bayou Vista, Clear Lake Shores, Dickinson, Friendswood, Galveston, Hitchcock, Jamaica Beach, Kemah, La Marque, League City, Santa Fe, Texas City, and Tiki Island.

The County has a thriving diverse economic base that includes petrochemical, medical, insurance, manufacturing, retail, and tourism. Along with the beautiful beaches and natural habitat, the County is also home to many regional attractions and destinations including Galveston Pleasure Pier, Moody Gardens, Schlitterbahn Waterpark Galveston, Downtown Galveston Historical District, Kemah Boardwalk, and the 4th largest U.S. Cruise Terminal. Residents and visitors to the area also enjoy annual events such as Dickens on the Strand, Mardi Gras, and the Lone Star Motorcycle Rally.

Galveston County has tremendous educational opportunities for public and private primary and secondary schools. The County is also home to higher education institutions, including the University of Texas Medical Branch at Galveston, Texas A&M University of Galveston, Galveston College, and College of the Mainland.

■ GOVERNANCE ■

Galveston County is governed by the County Judge, who sits as the chair of the County's Commissioners Court. The County is split into four precincts with each precinct represented by an elected Commissioner that sits on the Commissioners Court, which has oversight of county functions. Other elected positions in Galveston County include the County Clerk, District Attorney, District Clerk, Sheriff, Constables, Tax Assessor-Collector, County Treasurer, District and County Judges including Probate, as well as Justices of the Peace. The County's FY2022 adopted budget is \$151.4 million and has an ad valorem tax rate of \$0.424500. The County employs 1,300 FTEs.

To learn more, go to: <https://www.galvestoncountytexas.gov/>

■ THE DEPARTMENT ■

The Department of Professional Services consists of the County Budget Office, Contracts & Risk Management, and Social Services & Economic Assistance.

The mission of the Budget Office is to efficiently facilitate the use of resources by assisting County Officials with planning, researching, and evaluating matters concerning budget and policy. The Department also integrates countywide spending and strategic planning with development and implementation of the annual County Budget.

The Contract Services and Risk Management Program directs the qualitative oversight of various County contracts, general insurance liability policies, and risk management programs. These activities lead to better contractual results and minimizes County financial risk for the cost-effective benefit to taxpayers.

The Social Services & Economic Assistance Program oversees children services, utility and rental assistance, guardianship services, as well as indigent healthcare and burial assistance.

■ THE POSITION ■

The Chief Financial Officer (CFO) provides many critical functions for the County including monitoring and enforcing the County's budget, reviewing progress reports and projections, developing financial strategies, recommending mid-year modifications to Commissioners Court as required, as well as preparing the annual CAFR. This position mediates between Commissioners Court and the County Departments, and provides advice and counsel for the County concerning financial matters and ensures operating efficiencies throughout the County. The CFO monitors the County's cash flow to ensure that adequate funds are available to meet county expenditure requirements; works with the County Treasurer to plan for adequate cash liquidity to meet county needs while maximizing earnings; and reports to Commissioners Court concerning budget progress, investment conditions, health and insurance plan conditions, risk management and other related topics. This new leader will also provide advice regarding county policies and procedures, fiscal operations, legislation, and other executive-level issues affecting the county. The CFO shall successfully develop and implement accounting systems, software, policies, and procedures for the department. It is imperative that the CFO has strong principles and practices of public/governmental accounting including budget development, administration, recordkeeping, governmental purchasing practices, and stays current with GAAP and GASB.

■ THE IDEAL CANDIDATE ■

The ideal candidate will be an effective and fiscally sound professional with the demonstrated capacity to lead and empower staff and teams around the County regarding budget and financial Department priorities. A passion for encouraging professional growth, developing staff, and building organizational capacity is highly desirable. This key individual needs to be a critical thinker who can identify challenges and opportunities, while also effectively utilizing accounting systems and processes. The new leader must be able to optimize the use of department and organizational resources to meet the ever-changing needs of a highly visible and complex business unit. The ideal candidate must also possess strong management skills to modernize specific functions and re-design the organizational structure to ensure programs and services are delivered effectively and efficiently, that problems get resolved, and details are appropriately covered.



- **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** – Demonstrates the ability to manage a financial operation; perform in-depth analyses and research; develop innovative solutions to debt, economic development and financing problems
- **Inspirational Leadership** – Demonstrates an enthusiastic and empowering workforce and creates an environment where ideas are fostered and nurtured; exhibits engaging and approachable behavior; listens attentively to understand the needs, intentions and values of others
- **Collaboration** – Has the ability to maintain effective working relationships with management, elected officials, partner cities, employees, bankers, advisors, underwriters and citizens; bridges roles and responsibilities within the department
- **Financial Development/Acumen** – In-depth knowledge of the principles and practices of debt issuance and management, debt instrument structuring, preferably instruments utilized in municipal government and finance and investment strategies and management; knowledge of public and private debt financings; knowledge of competitive and negotiated transactions.
- **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; strong computer skills for spreadsheet design, complex modeling, word processing applications, and remote collaboration.

■ EDUCATION/EXPERIENCE ■

Bachelor's degree in Business Administration, Accounting, Finance, or directly related field. Candidates shall have at least ten years of experience in larger-scale government accounting, finance, or closely related experience. Technical knowledge/experience in government finance with a variety of complex debt instruments, maintaining a treasury function, and experience with investments strategies is strongly preferred.

■ COMPENSATION AND BENEFITS ■

The salary range for this position is **\$139,100 - \$206,354**. Actual salary will be dependent on the qualifications and experience of the successful candidate. The County also offers a very attractive benefits and retirement package.

■ APPLICATION PROCESS AND 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 **Friday, December 10, 2021**. Resume should reflect years and months of employment, beginning/ending dates as well as size of staff and budgets you have managed. Please submit your materials to: <https://www.cpshr.us/recruitment/1898>.

For additional information about this position please contact:

KYLIE WILSON

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www.cpshr.us

CPS HR  CONSULTING

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which the most qualified candidates will be referred for further consideration. Media checks will be performed on all screened candidates, and a comprehensive reference and background check will be performed on final candidates.

The County of Galveston is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, religion, sex, sexual orientation, age, disability, gender identity or expression, genetic information, veteran status or any other characteristic protected by law.

