

The City of Fort Worth is a progressive, dynamic, full-service municipal organization operating under the council-manager form of government. Fort Worth is the 16th largest city and its metropolitan area has been recognized as one of the fastest growing areas in the country. Fort Worth has more than 750,000 residents and is the 5th largest city in the state of Texas.

Mission:

The Chief Financial Officer (CFO) reports to an Assistant City Manager. The CFO will also work closely with the City Manager, Assistant City Managers, Department Directors, and elected officials to champion the City's strategic and operational financial activities.

The mission of the CFO is to conduct basic financial operations efficiently and effectively, protect and preserve the assets of the City, and instill a financial mindset to execution and risk-taking throughout the City. This will include acting in a financial stewardship role and providing highly responsible support to the City's executive team; coordinating major financial and budget-related activities; listening to the City Council to identify capital and operational priorities; hiring and overseeing staff with technical competencies in accounting, financial management, technology, investing, treasury budgeting, and risk management among others; and developing staff skills to further enhance the professionalism of the department.

Skills / Requirements

Requirements:

Candidates must have a Bachelors degree plus eight years of experience in financial or budget services including four years of management responsibility. Preferred qualifications include: A Masters degree, Certified Public Accountant (CPA), prior City management experience and Government Accounting Standards experience.

The ideal candidate will demonstrate excellent results working with executive management team to identify areas of improvement, understand the City's financial reporting risks, and then focus on the controls that are truly critical. The ideal candidate should have experience taking responsibility for the collection and governance of financial and management reporting information.

The successful candidate will establish a rigorous framework for strategic decisions. The successful candidate will be a highly ethical, creative, strategic, and forward thinking executive with the ability to work independently. The successful candidate will have a high level of integrity with a strong sense of urgency and a focus on service to internal and external customers. Specific key competencies are listed below.

Key Competencies:

Strong strategic planning background

Ability to drive accountability through personal leadership, measurement and commitment.
Ability to produce enduring, cost-effective solutions to business problems.
Ability to partner with departments to achieve the strategic objectives and persuade through consensus building.
Successful track record of leading and driving change.
Demonstrated ability to manage multiple complex projects.

OTHER REQUIREMENTS: Specifically, the successful candidate will be expected to:
Oversee the development and monitoring of the City's operating and capital budgets; compile, develop and formally present the City's quarterly/annual financial forecasts/reports and the City-wide capital and operating budgets to the citizens and the City Council Design effective programs to measure and evaluate the Financial Management Services staff performance.
Set the financial direction of the City to enhance business performance.
Embed financial thinking and rigor throughout the organization.
Act as a catalyst for improving execution and performance.
Set the financial direction of the City to enhance business performance.
Embed financial thinking and rigor throughout the organization.
Act as a catalyst for improving execution and performance.

First Year Accountabilities: Participate in the successful implementation of the Enterprise Resource Planning (ERP) tool by October 1, 2014. The City is currently midway through the implementation of PeopleSoft technology to replace mainframe financial systems. The CFO will be critical in ensuring that the needs for financial reporting are met by the new system, the correlating modifications of business process across the City occurs, and that the FMS team has the skill-set necessary to put newly available data to use. The CFO will also participate in determining the organizational structure for long-term support of the system.

The CFO will be responsible for continuing the transition from consultant support to in-house talent for the annual production of the Comprehensive Annual Financial Report.

The CFO will be responsible for overseeing budget alignment efforts during FY2014 in order to present a balanced FY2015 budget to the City Council in August 2014.

The CFO will oversee the ongoing preparation for a \$278 million bond election scheduled for May 2014.

The CFO will develop and coordinate a five-year capital program tied to financial projections and planning.

Interested applicants should email their resume to:

Jerald W "Jerry" Bailey
Sr. Vice President
The Mercer Group
3011 Sable Creek
San Antonio, TX 78259
210-526-9789
mercertx@sbcglobal.net



The Mercer Group, Inc.

Consultants To Management