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C A R E E R O P P O R T U N I T Y

DEPUTY FINANCE DIRECTOR CITY OF PHOENIX, ARIZONA

ANNUAL SALARY: \$136,490–\$157,800 DOE/DOQ annually at initial hire. Top pay range of \$192,234.

THE CITY OF PHOENIX, ARIZONA IS SEEKING A DYNAMIC DEPUTY FINANCE DIRECTOR to lead financial operations for the Financial Accounting and Reporting Division ensuring accuracy, accountability, and transparency in all reporting. This high-impact role will oversee three fiscal managers, support critical fiscal functions, and drive strategic financial initiatives. The ideal candidate is a collaborative leader and strategic advisor who thrives in a team-focused environment, ensuring seamless communication across departments, external consultants, and auditors. A strong background in financial accounting and reporting — ideally from a public government agency — is essential to uphold fiscal integrity and efficiency. This position offers a unique opportunity for a detail-oriented finance professional with a passion for public service and a proactive approach to financial management to make a lasting impact. *Drive financial excellence in a dynamic city, apply today!*



City of Phoenix



THE COMMUNITY

PHOENIX, ARIZONA IS THE 5TH LARGEST CITY IN THE US, with a population of about 1.7 million—and has forecasted growth over the next decade. Living and working in Phoenix offers a unique blend of vibrant culture, stunning natural landscapes, and thriving economic opportunities. Located in the heart of the Sonoran Desert, Phoenix boasts over 300 days of sunshine each year, providing ample opportunities for outdoor recreation and exploration. From hiking picturesque desert trails to enjoying world-class golf courses, residents of the Phoenix area can indulge in a diverse array of activities year-round. With its abundance of amenities, diverse neighborhoods, and renowned culinary scene, Phoenix provides a welcoming and vibrant environment for individuals and families alike. The vibrant arts scene, bustling downtown district, and serene desert landscapes make the City a unique and enriching place to live, work, and play.

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LINK

THE ORGANIZATION

THE CITY OF PHOENIX, ARIZONA operates with a Council/Manager form of government, with the elected eight-member City Council taking responsibility for all policy decisions affecting the City, including the Mayor who serves as the ceremonial head of government. With 13,368 full-time staff and an FY 2025 budget of \$7.24 billion, the City strives to improve the quality of life in Phoenix through efficient delivery of outstanding public services.

LEARN MORE ABOUT THE CITY

VIEW THE CITY'S ORGANIZATIONAL CHART



THE DIVISION

THE FINANCIAL ACCOUNTING and Reporting Division is responsible for overseeing accounting, financial monitoring, and reporting for the City. Key functions include long-term financial planning for various departments, monthly financial reporting, grant reporting, and the preparation of the Annual Comprehensive Financial Report. The Division also produces specialized financial reports for departments such as Housing and Aviation.

THE DEPARTMENT

THE FINANCE DEPARTMENT ENSURES the organization's financial stability by adhering to legal requirements and generally accepted financial management principles. The Department provides services including debt management, capital financing, financial advisory support, accounting and reporting, procurement of materials and services, treasury operations, risk and inventory management, tax and licensing, as well as the acquisition and management of property. The Department has 10 divisions, priding itself on financial excellence and ensuring the highest level of accuracy, efficiency, ethical standards, and strategic insight in all financial operations.

LEARN MORE ABOUT THE DEPARTMENT



THE POSITION

THE DEPUTY FINANCE DIRECTOR WILL LEAD FINANCIAL OPERATIONS for the 26-person Financial Accounting and Reporting Division and ensure the accuracy of financial reporting. Key responsibilities include preparing the Annual Comprehensive Financial Report (ACFR), managing grant and Generally Accepted Accounting Principles (GAAP) compliance, overseeing major projects to define the fiscal policy of the City, completing financial statements for joint ventures, developing and reviewing financial plans for various Departments, and monitoring fixed asset management. The Deputy will oversee three fiscal managers, coordinate with external auditors, and collaborate with city departments, serving as the financial expert and supporting sound fiscal decision-making. The Deputy Finance Director will assess and refine financial policies and procedures, identify opportunities for process improvements, and implement the best practices to enhance operational efficiency. They will participate in executive meetings, develop financial reports and presentations, and support financial functions by working closely with administrative teams to ensure fiscal responsibility and transparency.

MINIMUM QUALIFICATIONS

Any combination of experience and education/training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

- **Education:** Bachelor's degree in finance, accounting, public or business administration, economics, human resources, or a related field.
- **Experience:** Five (5) years of progressively responsible professional experience in finance, public administration, and research, including two (2) years of supervisory experience.
- Other combinations of experience and education which meet the minimum requirements may be substituted.

DESIRED

- **Education:** Master's degree in a related field.
- **Certifications:** Certified Public Accountant (CPA).

UPCOMING PROJECTS & OPPORTUNITIES

GASB STANDARDS PROJECTS

Conduct research on new and upcoming GASB standards, assess their impact on financial reporting and policies, and develop an implementation plan to ensure compliance. Provide training for finance staff and update documentation, policies, and systems to align with GASB requirements.

TASK FORCE DEVELOPMENT

Create specialized task forces to oversee key projects and define roles and objectives. Ensure progress through monitoring, issue resolution, and structured oversight to drive successful and timely project completion.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A DYNAMIC and strategic advisor who thrives in a collaborative, fast-paced environment. As a key leader, this individual will facilitate seamless communication and teamwork across all departments, fostering a culture of transparency, respect, and innovation. Exceptional interpersonal skills are essential for actively listening, engaging with diverse perspectives, and embracing feedback to drive continuous improvement. As a seasoned financial administrator, the ideal candidate will approach challenges with a solution-driven mindset and a positive attitude. Experience in a public government agency is highly valued, as this role is pivotal in shaping financial strategy and driving the organization's long-term success.



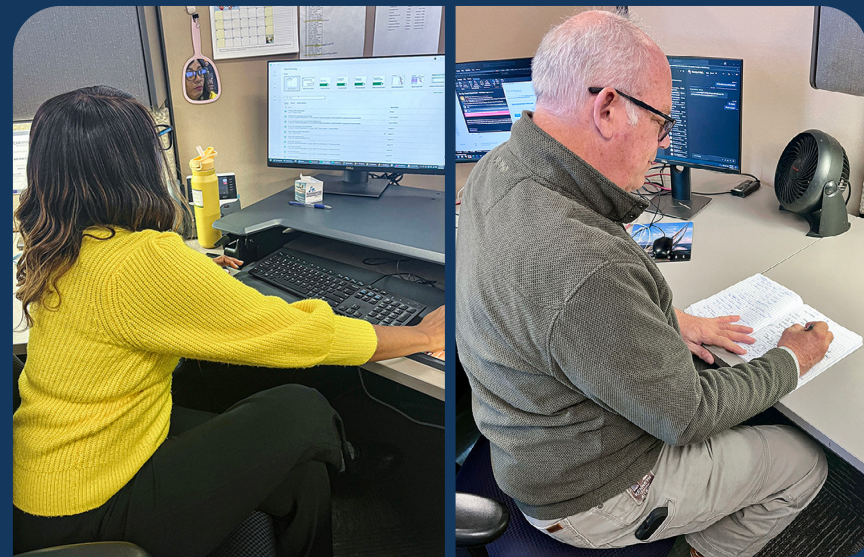
The ideal candidate will also have the following core competencies...

Financial Acumen: Effectively interpret financial data, balance short-term and long-term objectives, and align financial strategies with organizational goals to ensure sustainability.

Problem Solving: Develop practical solutions that resolve challenges effectively and efficiently.

High Standards: Maintain a strong attention to detail, uphold integrity, and deliver quality, transparent results; continuously foster a culture of excellence.

Active Listening: Engage with empathy, provide thoughtful responses, build trust, and strengthen relationships, providing exceptional customer-service.



SALARY & BENEFITS

An annual salary of up to **\$136,490–\$157,800 DOE/DOQ**, plus an attractive benefits package that includes:

RELOCATION ASSISTANCE AVAILABLE.
Negotiated on a case-by-case basis.

FLEXIBLE AND HYBRID WORK SCHEDULES.
Two-Three days per week remote following a six-month probationary period and upon approval.

RETIREMENT. 9% employer contribution to pre-tax retirement account with no matching required.

PENSION. Traditional pension with employer and employee contributions, click here for more details: [Pension Information](#).

ALLOWANCES. View [Communications and Car Allowances](#).

HEALTH, DENTAL, AND VISION INSURANCE.
View the [2025 Benefits Guide](#).

HOLIDAYS. 13.5 holidays.

VACATION. 12 vacation days.

PAID PARENTAL LEAVE. For eligible employees up to 480 hours (12 weeks) of paid leave for the birth, adoption, or foster care placement of a child during a 12-month period.

SICK LEAVE. 15 sick days and personal leave days.

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LINKS

HOW to APPLY

For first consideration, apply by **MARCH 28** at:

[WBCP JOB BOARD](#)

CLICK
BUTTON

SAVE THE DATES. Round one virtual interviews will take place on **APRIL 18**. Finalists will move forward to round two in-person interviews on **MAY 2**. *Selected candidates must be available for both dates.*

QUESTIONS? Please contact your recruiter, Lauren Gerson-Greene, with any inquiries: **866.929.WBCP (9227)** toll-free **541.664.0376** direct
lauren@wbcpin.com



City of Phoenix