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City of Phoenix

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

CHIEF FINANCIAL OFFICER

CITY OF PHOENIX, ARIZONA

ANNUAL SALARY: Up to \$276,806 DOE/DOQ

THE CITY OF PHOENIX, ARIZONA is seeking a visionary and collaborative executive to serve as its **Chief Financial Officer (CFO)**. Reporting directly to the City Manager, the CFO provides strategic leadership for the Finance Department and its 235+ staff, advises executive leadership and City Council to support a strong fiscal future, and ensures trusted stewardship of public resources. While the ideal candidate will bring to this role strong municipal finance expertise, including a deep understanding of government accounting, financial forecasting, and experience in debt management, they will also be a true executive leader—someone who thinks globally, builds collaboration and consensus, acts as a strategic partner to other City leaders, and communicates effortlessly up and down the organization. Success in this role will require confidence, emotional intelligence, and political acumen. ***Shape the financial future of one of the nation's largest and most dynamic cities—apply today!***

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 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.



THE ORGANIZATION

THE CITY OF PHOENIX, ARIZONA OPERATES WITH A COUNCIL/MANAGER form of government and is the largest city in the nation to do so. The City Manager reports to the Phoenix City Council which is comprised of a Mayor and eight Council members. Each council member is elected by the people from a represented council district for a four-year term. The Mayor is elected at-large. With more than 14,000 full-time staff and an FY 2025-2026 budget of \$7.8 billion to include \$4.9 billion in General and Special Revenue Funds and \$2.9 billion in Enterprise Funds, 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 DEPARTMENT

THE FINANCE DEPARTMENT ENSURES THE ORGANIZATION'S long-term fiscal stability and financial compliance, providing a strong foundation for the City's strategic goals and robust programs and services. The Department's operations include 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. With over 235 staff and a \$40 million budget, the Department prides 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

REPORTING DIRECTLY TO THE CITY MANAGER, the CFO serves as the City's top financial executive and a key member of the executive leadership team. The CFO provides strategic direction and oversight for all aspects of the City's financial management, ensuring fiscal sustainability, transparency, and operational excellence. Top priorities include leading the City's debt management strategies, managing real estate and infrastructure development funding, advising the City Council and City Manager on financial planning and policy matters, and overseeing critical technology and modernization initiatives to ensure efficient financial operations and top-notch service delivery. Key internal clients for debt management include the airport system, water and wastewater utilities, solid waste collection services and the convention center. The CFO works closely with City Council, department heads, and external partners, delivering clear financial analysis, guiding long-term financial forecasting, and supporting major capital and economic development initiatives. While not responsible for the Citywide budget, the CFO collaborates closely with the Budget & Research Department to ensure a solid foundation of financial data and forecasting and support sound budgeting decisions. Internally, the CFO leads a staff of over 235 through a leadership team of four direct reports, prioritizing mentorship and succession planning while promoting a culture of excellence throughout the Department.

THE IDEAL CANDIDATE

THIS IS A HIGHLY VISIBLE ROLE requiring political acumen, composure under pressure, and the ability to build trust and consensus across diverse stakeholders. The ideal candidate is a highly adept communicator, collaborator, and strategic executive who can lead the City's relationships with outside agencies, work cooperatively with City Council and executive leadership, and guide the City's financial future through a period of growth and transformation. This leader balances confidence with humility, approaching relationships with staff and leadership alike with emotional intelligence. From a technical perspective, the ideal CFO brings sound municipal finance expertise, including a deep understanding of government accounting, financial forecasting, and experience in debt management. While prior experience within a Council/Manager form of government is not a requirement for the role, an understanding of the political dynamics of this system is critical for success.





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, or a related field.

Experience: Five years of experience managing a medium- to large-scale public agency finance department, including experience at a policy determination level.

- Other combinations of experience and education that meet the minimum requirements may be substituted.

DESIRED

Education: Master's degree in business administration, public administration or a related field.

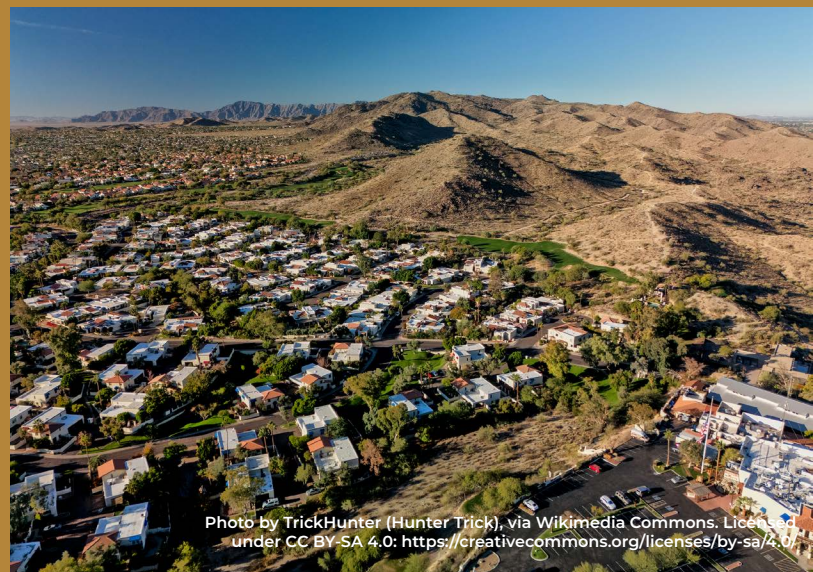
UPCOMING PROJECTS & OPPORTUNITIES

CITYWIDE FINANCIAL PLANNING STRATEGY. Developing a coordinated long-term planning approach.

BOND SALES FOR INFRASTRUCTURE. Structuring financing for critical citywide infrastructure needs.

FINANCIAL STRATEGY FOR ECONOMIC DEVELOPMENT PROJECTS. Exploring financing options for priority economic development initiatives.

TECHNOLOGY MODERNIZATION AND SYSTEM IMPLEMENTATIONS. Enhanced technology tools to support better financial operations and decision-making City-wide, including a potential new asset management system, a time and labor system, a major SAP upgrade, and a new treasury model through SAP.





SALARY & BENEFITS

An annual salary of up to **\$276,806 DOE/DOQ**, plus a generous benefits package:

Relocation Assistance Available.

Hybrid Work Schedule. One day per week remote, as business needs allow.

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 **2026 Benefits Guide.**

Holidays: 13.5 holidays.

Vacation: 12 vacation days. 6 personal 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.

HOW to APPLY

For first consideration, apply by **MARCH 4** at:

WBCP JOB BOARD



SAVE THE DATES. Round one virtual interviews will take place on **MARCH 24**. Finalists will move forward to round two in-person interviews on **APRIL 7**. *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@wbcpinc.com**



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