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CAREER OPPORTUNITY

FINANCE DIRECTOR

CITY OF ALAMEDA, CALIFORNIA

ANNUAL SALARY: $212,257–$258,001 DOE/DOQ*

*A salary increase is planned.

THE CITY OF ALAMEDA, CALIFORNIA, is seeking a strategic and collaborative Finance Director to guide the City's financial future and strengthen its ability to meet evolving organizational and community needs. Reporting to the City Manager and serving as a key member of the executive leadership team, the Director oversees approximately 21 staff and a departmental budget of $12.4 million. This is an exciting opportunity to establish a lasting foundation for fiscal stability, bring fresh perspectives to Citywide financial decision-making, and help position Alameda for long-term success. The ideal candidate combines strong municipal finance expertise with innovative problem-solving skills, executive presence, and an effective leadership approach that builds trust, inspires teams, and drives meaningful progress. **Apply today to modernize financial operations and set fiscal direction for the City of Alameda!**

ALAMEDA

THE COMMUNITY

KNOWN AS THE "ISLAND CITY," ALAMEDA, CALIFORNIA, offers a unique blend of coastal charm, historic character, and vibrant urban amenities in the heart of the San Francisco Bay Area. Home to approximately 80,000 residents across 10.6 square miles of land area, Alameda is celebrated for its tree-lined neighborhoods, innovative research and development, manufacturing opportunities and welcoming community and scenic waterfront. Located just minutes from Oakland, Berkeley, and San Francisco, Alameda provides convenient access to major employment centers, cultural attractions, and regional transportation while maintaining a distinctive small-town atmosphere. Residents and visitors enjoy more than 400 acres of parks and recreational facilities, 2.5 miles of sandy shoreline at Crown Memorial State Beach, waterfront trails, boutique shopping, diverse dining, and year-round community events. Popular attractions include the historic USS Hornet Museum, Pacific Pinball Museum, Alameda Point Antiques Faire, and Spirits Alley, known for its local breweries, wineries, and distilleries. Alameda also benefits from a diverse economy supported by biotechnology, life sciences, technology, manufacturing, professional services, retail, and hospitality. With its exceptional waterfront setting, rich maritime heritage, and abundance of recreational and cultural opportunities, Alameda offers an appealing quality of life for residents and families alike.

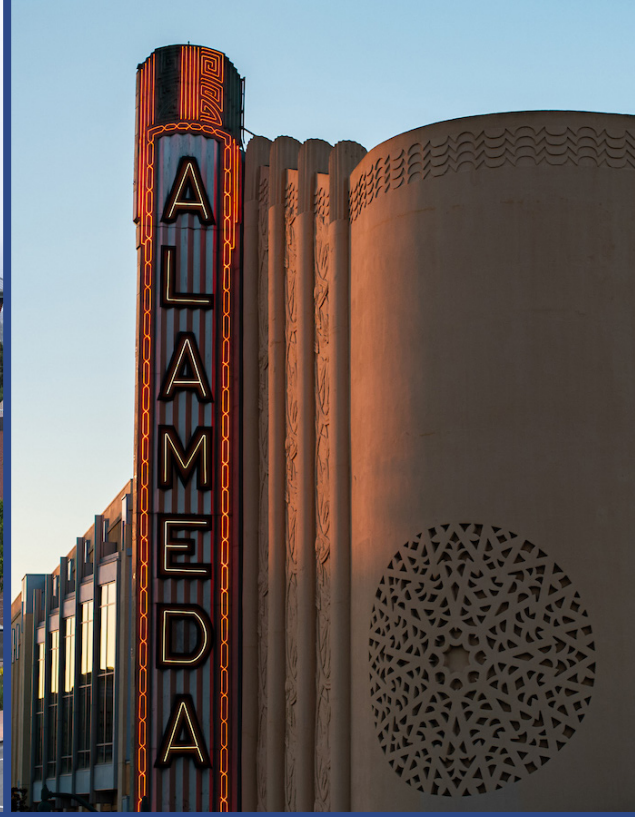


THE CITY

OPERATING UNDER A COUNCIL-MANAGER form of government, the **City of Alameda** is guided by a five-member City Council, with an appointed City Manager overseeing daily operations. Supported by 515 employees and a proposed FY2027 budget of approximately $358 million, the City provides essential municipal services, including public safety, public works, planning and development, housing, parks and recreation, libraries, and economic development. Guided by its **Citywide Strategic Plan**, Alameda focuses on strengthening infrastructure, expanding housing opportunities, supporting economic vitality, advancing sustainability, and enhancing residents' quality of life.

CLICK LINK





ALAMEDA





THE FINANCE DEPARTMENT & THE JOB

THE FINANCE DEPARTMENT OVERSEES the City's financial planning, budgeting, accounting, and fiscal management. With 21 staff and a proposed FY2027 budget of $12.4 million, the Department is responsible for financial reporting, payroll, purchasing, accounts payable and receivable, business licensing, revenue forecasting, debt administration, and investment management. It also leads the development of and coordinates the City's biennial budget, annual financial audits, and cash management services in support of the elected City Treasurer. Through sound financial practices, transparency, and responsible stewardship of public funds, the Department supports the City's long-term fiscal stability and delivery of essential municipal services. Explore the **FY2025–2027 Biennial Budget here**.

Reporting directly to the City Manager, the Finance Director serves as a key member of the City's executive leadership team, providing strategic direction and oversight of the Finance Department's operations, personnel, and fiscal responsibilities. With four direct reports, the Director takes ownership of the City's biennial operating and capital improvement budget processes, establishes consistent and effective financial planning practices, and provides clear, strategic fiscal guidance to City leadership and elected officials. The Director plays a central role in advancing financial sustainability, strengthening accountability and regulatory compliance, and leading improvements to the City's financial systems, policies, and practices. This position also supports labor negotiations through financial analysis and works collaboratively across departments to align resources with organizational priorities, address emerging fiscal challenges, and inform strategic decision-making.

UPCOMING PROJECTS & OPPORTUNITIES

LONG-TERM FINANCIAL PLANNING & REVENUE STRATEGY. Develop a five-year financial forecast and fiscal sustainability framework to address structural budget challenges, plan for anticipated revenue changes in 2028, and strengthen the City's long-term financial health.

FINANCIAL AUDITS & INTERNAL CONTROLS. Advance outstanding audit priorities, strengthen internal controls, and establish consistent practices and policies that reinforce fiscal accountability and compliance.

FINANCIAL SYSTEMS & PAYROLL OPTIMIZATION. Maximize the City's Tyler Munis ERP system, resolve outstanding implementation issues, and improve payroll processes, financial reporting, and operational efficiency.

CONTRACTING & PROCUREMENT MODERNIZATION. Strengthen contract oversight, update fiscal, contracting, and procurement policies, and establish consistent procedures and staff training to improve accountability and effectiveness.

BUDGET PROCESS & ORGANIZATIONAL ALIGNMENT. Standardize budgeting procedures, improve financial communication across departments, and establish a more transparent and predictable approach to resource planning.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A SEASONED local government finance professional who brings strategic vision, technical expertise, and a collaborative, hands-on leadership approach. They demonstrate success managing complex financial operations, developing multi-year forecasts, maintaining strong internal controls, and navigating fiscal challenges with sound judgment, collaboration with other departments and creative problem-solving. Experience in a medium-sized municipality, ERP implementation or optimization, public sector budgeting and auditing, and providing financial analysis to support labor negotiations is highly valued. The successful candidate is an adaptable, proactive, and solutions-oriented leader who establishes clear expectations, empowers staff, and builds the systems and relationships needed for lasting organizational success. With strong executive presence and exceptional communication skills, they earn the confidence of City leadership, elected officials, and community stakeholders while translating complex financial information into clear, actionable strategies.

The ideal candidate will demonstrate the following core competencies:

Fiscal Sustainability & Resource Management: Evaluates revenue trends, expenditure patterns, and financial risks to identify opportunities for cost savings, resource optimization, and long-term fiscal stability.

Operational Efficiency & Systems Improvement: Identifies opportunities to streamline financial processes, enhance technology utilization, and implement effective policies and procedures that improve service delivery.

Financial Governance & Accountability: Applies sound financial practices, maintains accurate reporting, and ensures compliance with applicable laws, regulations, and municipal financial policies.

Organizational Partnership & Strategic Advisory: Collaborates with City leadership, elected officials, and departments to evaluate financial implications, inform organizational decisions, and support initiatives that align with the City's fiscal priorities.

EMPLOYMENT STANDARDS

Any combination equivalent to education and experience likely to provide the required knowledge and abilities. A typical way to obtain the knowledge and abilities would be:

Education: Graduation from an accredited four-year college or university with major course work in accounting, finance, economics, public or business administration or a related field.

Experience: Ten (10) years of broad and extensive experience in all major phases of financial management and administration, including accounting and budgeting, at least five (5) years of which shall involve responsible management experience.

DESIRED

- A related advanced degree.
- Experience with ERP implementation and optimization.

SALARY & BENEFITS

This position will receive an annual salary of **$212,257–$258,001 DOE/DOQ*, PLUS** an excellent benefits package that includes:

Retirement: The City participates in the California Public Employees' Retirement System (CalPERS). Retirement formulas are 2% at age 55 for eligible Classic members or 2% at age 62 for new PEPRA members.

Deferred Compensation: Voluntary deferred compensation plan with a City match of up to 1% of base salary after one year of service, based on employee contributions of at least 0.5%.

Medical Insurance: Medical coverage through CalPERS, with City contributions toward premiums.

Dental Insurance: City-paid dental coverage for employees and eligible dependents.

Sick Leave: 12 days annually, with unlimited accumulation.

Life Insurance: Up to $100,000 with additional optional coverage available at the employee's expense.

Long-Term Disability: City-paid coverage providing approximately 66.67% of monthly earnings, up to $8,000 per month, subject to plan provisions.

Vacation: Up to 20 days of paid vacation annually upon hire, at the City Manager's discretion based on previous applicable experience, increasing with service to a maximum of 25 days annually.

Administrative Leave: 80 hours annually, with partial cash-out provisions for unused leave.

Holidays: 11 paid holidays and six floating holidays annually.

Transportation Allowance: Up to $250 per month.

Other Benefits: Flexible Spending Account (FSA), Employee Assistance Program, CalPERS retiree medical coverage for eligible retirees, and State Disability Insurance (SDI) participation at the employee's expense.

HOW TO APPLY

For first consideration, apply by **DECEMBER 4, 2026** at:

WBCP JOB BOARD

CLICK BUTTON

SAVE THE DATES

In-person interviews will take place on **JANUARY 11, 2027** and **JANUARY 12, 2027**. Selected candidates must be available for both dates.

QUESTIONS?

Please contact your recruiter, **Terri Maus-Nisich**, with any questions:

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866.929.9227 toll-free
terri@wbcpinc.com

ALAMEDA

