



BUNCOMBE COUNTY

Finance Director





The Position

Appointed by the Board of Commissioners, the Finance Director plays a vital role within the County as the appointed financial expert responsible for overseeing and managing the financial activities of the organization.

Acting as the primary financial advisor, the Finance Director offers valuable insights and advice to the County Manager and the Board of Commissioners on various strategic and tactical matters, including financial management and reporting, tax administration, cost-benefit analysis, financial forecasting, debt service management, and securing new funding. Compliance with relevant laws and statutes is diligently ensured, while collaboration with elected officials, department directors, and the County Manager allows for the assessment of internal and external trends, revenue sources, expenditure requirements, and service demands to develop long-term fiscal strategies.

The Finance Director also assumes the role of personnel/team manager, recruiting and selecting department personnel, providing training and guidance, and evaluating staff performance. Additionally, the Finance Director is responsible for managing the County's funds, overseeing investments, issuing and managing the debt portfolio, and ensuring proper communication of financial information both internally and externally. Adherence to financial policies, accounting standards, and ethical conduct is paramount, along with actively participating in strategic planning and service delivery.

Furthermore, the Finance Director serves as the finance officer for the Buncombe County Tourism Development Authority and the School Capital Fund Commission, fulfilling legislative mandates and providing financial data and debt projections. Managing the annual external audit process, preparing state and federal reports, and performing other related duties as assigned complete the essential functions of the Finance Director role.

The Priorities

- Develop and maintain positive relationships with County Leadership and the Board of Commissioners.
- Conduct a comprehensive review and assessment of the County's financial systems, processes, and controls, identifying areas for improvement and implementing necessary changes to enhance efficiency and accuracy.
- Foster strong relationships with the Board of Commissioners, County Manager, and other key stakeholders, ensuring effective communication and collaboration in financial decision-making processes.
- Develop a strategic financial management plan aligned with the County's goals and objectives, outlining key priorities and initiatives for the upcoming years.
- Enhance transparency and accountability in financial reporting by implementing robust systems and practices that adhere to Generally Accepted Accounting Principles (GAAP) and other relevant standards.
- Strengthen the County's debt issuance and management capabilities, including the preparation of official statements, coordination with underwriters, rating agencies, and bond counsel, and proactive monitoring of the debt portfolio.
- Implement effective financial forecasting and budgeting processes, working closely with department directors and elected officials to ensure the allocation of resources aligns with the County's strategic priorities.
- Promote a culture of continuous improvement and professional development within the finance department, providing opportunities for training and growth to enhance the skills and capabilities of the team.

The Successful Candidate

The ideal candidate for the Finance Director position will possess a comprehensive understanding of federal, state, and local laws and policies related to County fiscal operations. They should have extensive knowledge of accounting concepts, principles, and practices as applied to local government, as well as familiarity with enterprise resource systems and electronic data processing in accounting and fiscal processing applications. The candidate should demonstrate expertise in internal controls and be capable of identifying problems and adapting to changing requirements.

Proficiency in debt issuance and management, including the preparation of official statements and coordination with underwriters, rating agencies, and bond counsel, is essential. A strong grasp of the creation, distribution, and storage of financial records and reports is also required. The candidate should possess a solid foundation in organizational management principles, concepts, and practices.

Excellent interpersonal skills are crucial for establishing and maintaining effective working relationships with co-workers, other agencies, and the public. The ideal candidate should have the ability to determine the strategic vision and plan for their areas of responsibility, providing visible, supportive, and effective leadership. They should be skilled in motivating and empowering staff to deliver on strategies and goals. Moreover, the candidate should be capable of aligning strategies and goals within their areas of responsibility with the organization's overarching strategies and goals.

The candidate should be capable of establishing operating standards and procedures to ensure compliance with regulations and best practices. In addition, the ideal candidate should have primary accountability and oversee all departmental projects, processes, services, and results. They should be responsible for efficient operations, including authority for hiring, budgeting, and planning functions. Their work activities would affect professional projects, administrative activities, and a large number of staff, community members, and stakeholders.

The candidate should possess strong decision-making and problem-solving skills, as they will be required to make decisions with some uncertainty regarding the most effective approaches or methods, considering multiple factors. They should develop ideas and present strategic plans, long-term goals, and overall direction to the organization, knowing that their decisions and actions will directly impact organizational outcomes.



Qualifications

Minimum requirements include a bachelor's degree from an accredited college or university in Accounting, Finance, Business Administration, or a related field and at least seven years of experience in government accounting, budget administration, and financial planning. Extensive organizational leadership and staff management experience, excellent written, verbal, and interpersonal communication skills, and the ability to work collaboratively with a diverse population are also required.

Strongly Preferred qualifications include a master's degree and Certified Public Accountant or Certified Public Finance Officer designation. Experience with a GFOA-award-winning budget and financial reporting, long-term financial forecasting, and significant experience with utilities and financing large capital projects is also preferred. Work within a complex local government with strong financial performance is also strongly preferred.

Inside The Organization

Buncombe County's first local government was formed in 1792 and now operates under a commission-manager form of government. The Board of Commissioners is comprised of a chairperson and six commission members, two from each district. The Board of Commissioners approves county ordinances and policy, and the county manager provides general guidance on daily operations and leadership to county employees. With an FY23 budget of more than \$587 million, Buncombe County employs more than 1,800 people, including a Finance Department of 21 staff. In 2023, Moody's Investors Service upgraded the County's Taxable Limited Obligation Bonds Series 2014B to Aa1 from Aa2. They also affirmed the County's AAA issuer rating and Aa1 rating on all other limited obligation bonds. The County also maintains an AAA rating from Standard and Poor's.

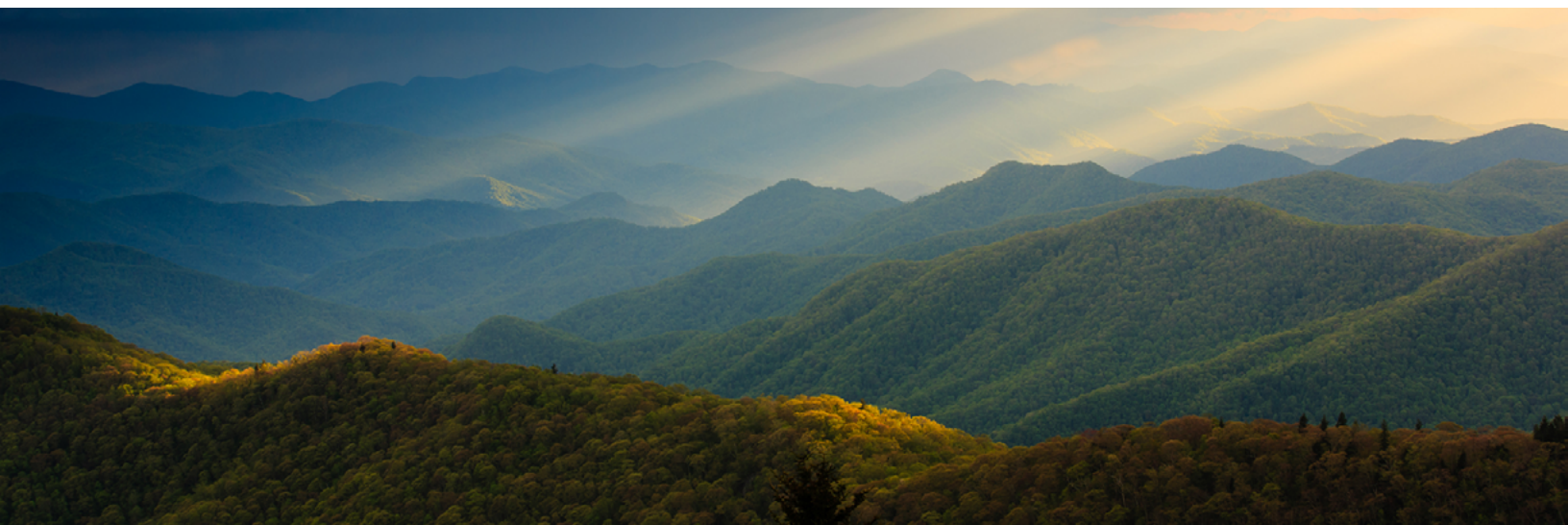
The Community

The community boasts unparalleled aesthetic beauty in tandem with established and ever-growing cosmopolitan amenities. With a population of nearly 260,000 people and spanning 660 square miles, Buncombe County is the perfect intersection of mountain charm and creature comforts. Asheville is the county seat, and there are five other municipalities as well as a diverse mix of unincorporated areas. Here you'll find a unique mix of urban and rural communities, all a short drive from cities such as Charlotte, Atlanta, Knoxville, and more.

Buncombe is known for its natural beauty and is surrounded by multiple national parks and forests. An evening drive on the Blue Ridge Parkway is an unforgettable scenic trip with breathtaking views of our majestic mountains. More than 225 years old, Buncombe County was home to many indigenous towns primarily occupied by the Cherokee People but was also home to other indigenous cultures like the Catawba People.

Buncombe County has compiled an impressive roster of historically notable visitors and residents such as George Vanderbilt, E.W. Grove, Thomas Wolfe, F. Scott Fitzgerald, Nina Simone, Roberta Flack, and others whose imprints are scattered throughout the county. The iconic Biltmore House is the country's largest privately owned residence, still owned by George Vanderbilt's descendants, and receives more than one million visitors every year. Buncombe County is home to two innovative public school systems, charter schools, a community college with diverse offerings, private colleges, and the University of North Carolina at Asheville.

Whether it be venerable institutions or up-and-coming businesses, Buncombe County has the infrastructure, outdoor amenities, and quality of life that continues to attract top-notch talent from around the world.





Quick Facts

- Population: 269.45k
- Median Household Income: \$54,970
- Median Home Value: \$445,378
- Median Age: 42.3

All demographic information was sourced from the U.S. Census Bureau.



Compensation & Benefits

The expected hiring range is \$111,340.43 - \$172,577.67, depending on qualifications, with an excellent benefits package including an 8% contribution to your 401(k). Learn more about our options and employee-based benefits [here](#).



How to Apply

Applications will be accepted electronically by Raftelis at jobs.crelate.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will be open until filled with a first review of applications beginning **July 17, 2023**.



Questions

Please direct questions to Pamela Wideman at pwideman@raftelis.com and Kelsey Batt at kbatt@raftelis.com.