



# Finance Director Independence, Missouri (116,800+ Pop.)

The city of Independence, Missouri is seeking qualified candidates for the position of Finance Director. **The salary range will be \$120,000 +/-, dependent upon experience and qualifications, and a total compensation package approaching of \$140,000 +/-.** The city provides a strong benefits package and the final compensation package will be competitive with similarly sized communities in the Midwest. The position reports to the City Manager and residency is required.

The ideal candidate will be experienced in financial reporting and compliance, budget planning and analysis, investment, risk management, and auditing. The City's annual combined funds budget is \$291M. The current director is retiring from a department consistently recognized for its financial reporting and budgeting processes, with 24 employees.

The position requires a bachelor's degree in finance, accounting, or related degree. A master's degree and CPA are preferred. A minimum of 6 years in public or utility sector finance and budgeting, with supervisory experience, is required. Other desired attributes include possessing a team

approach, a track record of innovation and problem solving, and a strong working knowledge of technology. Excellent benefits include health and life insurance, long-term disability and participation in LAGERS, a state retirement system with five-year vesting.

## Selection Process

This recruitment profile will be used as a guide to evaluate and screen applications for possible interviews and appointment. All inquiries relating to the recruitment and selection process should be directed to Art Davis at (816) 898-1962. Interested candidates should submit their confidential cover letter, resume, salary history, and five (5) work related references by email to [ArtDavis@ArtDavisGroupLLC.com](mailto:ArtDavis@ArtDavisGroupLLC.com). A full background check will be conducted on all finalists prior to an interview. (EOE)



### Art Davis Group <sup>LLC</sup>

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## Independence

### The City

As the fourth-largest city in Missouri, Independence is a unique, historic community possessing unlimited potential. Located on the east side of the Kansas City metro area, the City is known for its entrepreneurial spirit and "can do" attitude. Independence was the starting point for the California, Santa Fe and Oregon trails and is home to the country's 33<sup>rd</sup> U.S. President, Harry S. Truman.

Today, the City continues to honor its historic roots while planning and growing for the future. Strong initiatives for restoring older commercial areas and residential neighborhoods along with an explosion of upscale retail development are providing exciting opportunities for the community. Independence has been named a three-time "All American City" by the National Civic League.



### At a Glance

- One of 10 cities with a Presidential Library plus 6 other Truman attractions
- Excellent selection of AAA rated public schools (Independence, Blue Springs, Fort Osage, Raytown)
- State-of-the-art regional hospital – Centerpoint Medical Center
- 5,800 seat Multi-Purpose Events Center with anchor tenants CHL Missouri Mavericks and MISL Missouri Comets
- A public ice-skating facility offering skating lessons, junior hockey leagues (Centerpoint Community Ice)
- Major league sports teams just minutes away at the Harry S. Truman Sports Complex, home of the Royals and Chiefs
- A rich religious history shared by many different faiths, Independence is home to 120 different churches representing more than 30 denominations
- Opportunities for hiking, biking, picnics, fishing, athletics, interpretive programs and other recreational activities with 40 parks encompassing more than 800 acres
- 10 fire stations, one police headquarters, three police substations
- Public transit bus system, Inde\*Bus, with routes linked to the Kansas City Area Transit Authority system
- The nationally-accredited Palmer Senior Center offers activities for residents ages 50+

## Characteristics, Skills and Experience Desired

- Team player
- High level of integrity / honesty
- Open minded and respectful of opinions
- Sense of humor
- Backbone with strong sense of ethics
- Collaborator / bridge builder
- Receptive to constructive suggestions
- Open door policy
- Professional / remain non-political
- Ability to work with employees fairly and impartially
- Innovative problem solver
- Sensitive to employee needs and approachable
- Responsive / customer service oriented
- Willingness to mentor others / accept leadership roles
- Ability to pull people together
- Experienced speaking in public forums
- Leader in utilizing technology in financial and administrative systems
- Ability to present clear recommendations and timely advice

## Municipal Organization

Independence is governed by a Council-Manager form of government. The City plays a major role in the community including the management of three utilities: Water, Power & Light, and Water Pollution Control. Under the Council-Manager plan the City Council is the policy making body, elected by the citizens of Independence. The City Manager is appointed by the Council and is responsible for implementing and carrying out policies of the Council. As the chief administrative officer of the City, the City Manager exercises direction over all municipal operations, appoints all department directors, and manages the City's operations and fiscal affairs.

## Finance Department

The Finance Department has earned consistent recognition for its financial reporting and budgeting processes. The City of Independence's total operating and capital budget for the fiscal year 2013-2014 is \$291M. The Finance Department budget for the fiscal year is \$1.9 million. The Finance Director reports to the City Manager and works very closely with the other department directors. The award-winning department has 24 employees providing financial reporting, compliance, fiscal analysis, budgeting, accounting, debt management, bond financing, payroll, investment, purchasing, risk management, grant administration and auditing services to the City. Self-insurance programs include workers' compensation, general liability and property damage claims. Other responsibilities include using expertise to assess and provide recommendations for established and proposed community improvement and benefit districts, the City's Capital Improvements Program, Independence Events Center, and other City related initiatives and programs.

## Community Leadership

Independence has a strong history of involving its citizens in local government. Major improvements have been made recently to the City's parks, roads and utilities as a result of voter approval for additional funding. The successful Finance Director candidate is a key member of the City's leadership team and must be able to positively interact with all levels of the City organization and community including elected officials, all employees, individual citizens, neighborhoods, business and civic leaders, and other community organizations. The Finance Director will participate in labor negotiations, be a part of several oversight boards, and is expected to attend Council meetings, make public presentations, and respond to inquiries as requested.



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