



CITY OF BEAVERTON

Chief Financial Officer



The Position

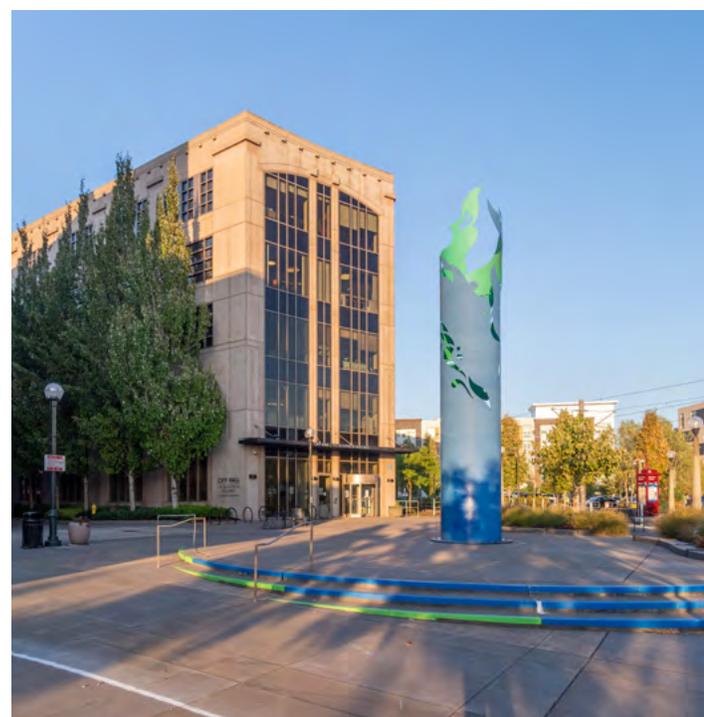
The City of Beaverton seeks a visionary and highly skilled Chief Financial Officer (CFO) to lead the City's complex financial operations, enhance transparency, and ensure long-term fiscal stability. This position is responsible for guiding the strategic direction of the Finance Department and fostering high-performing, customer-oriented operations. The CFO plays a critical role in developing and advising the City Manager and elected officials on financial strategies, ensuring compliance with applicable laws and regulations, and fostering a culture of accountability and continuous improvement. The CFO ensures alignment with the City's strategic goals and strengthens its position as a forward-thinking organization by guiding intricate financial and operational matters.

Reporting to an Assistant City Manager, the CFO directs the City's Finance Department, overseeing citywide accounting, financial operations, budgeting, utility billing, purchasing, and related functions. As a key member of the City's leadership team, the CFO serves as a trusted advisor to the City Manager, City Council, Budget Committee, boards and commissions, and staff on the City's short- and long-term financial needs. This role oversees the annual citywide budget process, working closely with the City Manager to develop, present, and implement a balanced budget that aligns financial resources with service priorities and organizational goals. This position partners with regional and special district stakeholders to represent the interests of the City.

The CFO provides operational leadership to the Finance Department, including staff supervision, hiring, performance management, and professional development. Responsibilities include developing and approving departmental strategic plans, work programs, policies, procedures, and performance standards. In collaboration with staff, the CFO also stays abreast of new trends and innovations in the field of finance, evaluates program effectiveness, identifies opportunities for improvement, and implements necessary changes. The CFO fosters a high-performing, collaborative work environment that emphasizes accountability, continuous improvement, excellent customer service, and adherence to collective bargaining agreements, city policies, and applicable laws.

This position ensures the integrity and transparency of the City's financial systems by directing central accounting and purchasing functions in accordance with generally accepted accounting principles, preparing annual financial reports, ensuring audit compliance, and producing financial statements, cost reports, and other analyses as requested by the City Manager and City Council. The CFO manages City investments consistent with policy direction, coordinates bond sales and refinancing, authorizes payments to contractors and consultants, and provides technical financial guidance to leadership and stakeholders.

The CFO leads with honesty, professionalism, and respect, modeling the City's values and commitment to diversity, equity, inclusion, and belonging. The CFO promotes a positive and supportive workplace culture grounded in teamwork, clear communication, and ongoing development, while maintaining confidentiality as required. This role professionally represents the City in every interaction and consistently delivers high-quality work that advances the City's vision, strategic plan, and service to the community.





The Priorities

- Serve as a key leader and thought partner in the next phase of the City's fiscal sustainability efforts, balancing the City's fiscal reality with the needs of the community to ensure long-term financial stability.
- Strengthen understanding of the City's financial position across the organization and community by developing educational materials and delivering clear, accessible presentations to internal and external audiences.
- Build trusted, proactive relationships and partnerships across the organization by understanding departmental needs and collaborating on solutions. Provide financial insight, guidance, tools, and support that advance City Council priorities, departmental initiatives, and citywide goals.
- Lead the modernization of the Finance Department's systems, structure, and processes. With an emphasis on continuous improvement, thoughtfully identify opportunities for efficiency, work to streamline processes, and implement best practices. Lead ongoing digital transformation and future financial technology initiatives, including the upcoming Enterprise Resource Planning (ERP) implementation.
- Collaborate to advance the City's transformation into a data-informed organization by strengthening data competency and using data to inform policy, prioritize investments, improve service delivery, and assess program effectiveness.
- Partner with the City Manager and Assistant City Managers to modernize the City's budget process, strengthening strategic alignment, equity, transparency, and the connection between financial investments and service outcomes.
- Foster a culture of teamwork, innovation, outstanding customer service, and shared problem-solving within the Finance Department. Create opportunities for employee growth and development through training, succession planning, and employee empowerment.

The Successful Candidate

The Chief Financial Officer is energized by the opportunity to provide strategic leadership, modernize the Finance Department, and strengthen the organization in service to the Beaverton community. A strategic thinker with a forward-looking approach to financial management and local government, the CFO sets a clear vision and aligns financial strategy with City priorities. Invested in long-term financial sustainability and operational excellence, this role combines strong operational and financial expertise with the ability to work horizontally across the organization to guide sound decision-making and deliver meaningful results.



A trusted collaborator and natural convener, the CFO proactively builds strong relationships across departments and with City leadership to understand departmental and organizational needs. Through effective partnerships both internally and with key regional and special district stakeholders, the CFO enhances internal customer service and collaborates to develop solutions to complex challenges, earning confidence through integrity, transparency, and accountability.

The successful candidate is a highly effective communicator who clearly and openly shares progress, challenges, and trade-offs, translating complex financial information into accessible insights for diverse audiences. With strong political acumen, the CFO communicates with confidence and humility, supporting informed decision-making by the City Manager, City Council, staff, and the broader community.

A genuine, kind, and approachable leader, the CFO supports and unites teams by leading with emotional intelligence, calmness, and empathy. This role intentionally fosters a culture where employees feel heard, valued, and supported, while celebrating successes and advocating for a healthy work-life balance. The CFO sets the tone for a welcoming, respectful, and people-centered workplace, investing in employee development, coaching, and empowerment to build strong teams and sustainable leadership capacity.

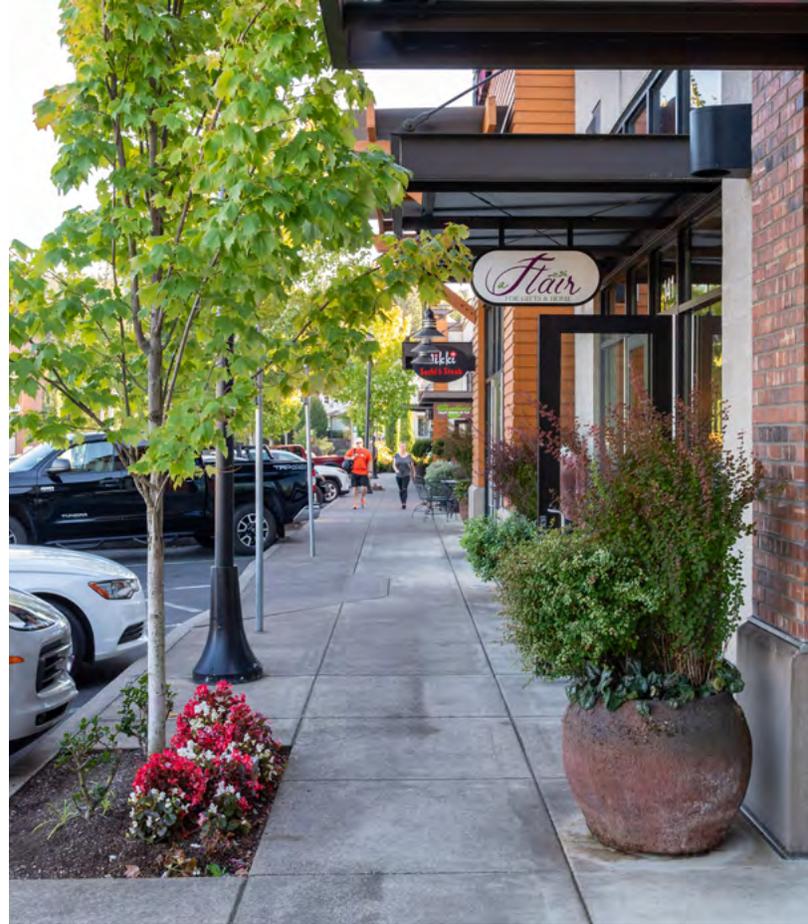
The CFO balances strategic leadership with a hands-on, working-director approach. While setting direction and building bridges across the organization, this leader is also willing to roll up their sleeves and contribute directly to complex initiatives to drive progress and results. Rooted in collaboration, resilience, and service, the CFO approaches challenges with curiosity, creativity, and a solutions-oriented mindset. They unite teams around shared goals, modeling accountability, and maintaining steady leadership through change.

Qualifications

Eight years of progressively responsible management or administrative experience in financial and services administration, including at least three years in a leadership role, is required. Experience leading finance, accounting, and budget functions is essential. A diverse background, including experience in local government, is ideal. Direct experience building and maintaining a high-functioning team is critical to success. Experience working directly with an elected body, ideally in a council-manager form of government, is desired. Change management experience coupled with business and digital transformation is ideal. Prior experience navigating organizational complexity and advising leadership on adapting to evolving financial realities is preferred.

A bachelor's degree or its equivalent from an accredited four-year college or university with major coursework in finance, accounting, business, or public administration, or a related field is required. Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying.

Beaverton is a diverse city, boasting a large population of qualified persons, including women, veterans, Black, Indigenous, people of color, persons with disabilities, generational groups, persons who speak many languages, and of diverse national origins. A commitment to supporting the diversity of the Beaverton community is essential to success. The City's talent acquisition goals include hiring the candidate who is best able to meet the performance objectives of the role. We encourage persons with non-traditional skill sets and experiences to apply, even if you believe you do not meet 100% of the qualifications and hiring criteria described.



Inside the City of Beaverton

The City of Beaverton City Council consists of a Mayor and six Councilors, all of whom are elected at-large on a nonpartisan basis to four-year terms. The Mayor is the full-time political and ceremonial head of the city and presides over Council meetings. The City Manager is appointed by Council and charged with overseeing all city operations except for the City Attorney's Office, and Municipal Court Judges.

Beaverton employs 623 talented and dedicated employees. Currently, 9 departments are responsible for the wide variety of public services within the City: City Attorney's Office, City Manager's Office, Community Development, Finance, Human Resources, Information Technology and Services, Library, Police, and Public Works.

Beaverton's FY25-26 budget is \$495.2 million and reflects the City Council's goals with an emphasis on implementing strategies to support fiscal health, recovery, and financial prosperity. The City is committed to meeting its goals by embracing its community vision, advancing diversity, equity, inclusion, and belonging, proactively responding to climate change, and striving for fiscal sustainability.

The City Council's pillars:

- **Inclusive Community:** Beaverton is a welcoming community, dedicated to achieving equitable opportunities for all.
- **Good Government:** Beaverton is committed to delivering exceptional and responsive services.
- **Economic Prosperity:** Beaverton is committed to fostering economic prosperity for all.
- **Environmental Sustainability:** Beaverton is committed to promoting environmental stewardship for a cleaner, more sustainable future
- **Safety:** Beaverton recognized that public safety is the foundation of a thriving community, helping to ensure that individuals feel secure and supported.
- **Housing:** Beaverton enables innovative and abundant housing options to create vibrant spaces where people can live, work, and thrive.
- **Quality Infrastructure:** Beaverton is committed to preserving and enhancing quality infrastructure to ensure health, safety, and accessibility in our neighborhoods.
- **Community Wellness and Fun:** Beaverton is committed to wellness and providing fun, enjoyable experiences that bring our community together.



Finance Department

The Finance Department's mission is to provide excellent customer service as well as ethical oversight and management of public funds. The department ensures the timeliness of financial information, the adequacy of internal accounting and budgetary controls, and the safeguarding of city assets. The mission is maintained by providing financial and administrative support to the City's operating departments to facilitate efficient and effective municipal services and provide quality service to all internal and external customers. Financial services related to public trust are among the department's highest priorities. These services ensure that city finances are conducted in a manner that fosters public trust and confidence, that city policies and procedures are fair, and that all practices are open and above board.

The department provides a variety of services through a talented and dedicated staff of 25 and a budget of \$3.6 million. The finance team is responsible for the following program areas: budgeting, financial forecasting, financial reporting, treasury management, and debt management. The team performs various accounting functions, including general ledger, subsidiary ledgers, payroll, accounts payable, accounts receivable, and utility billing. The team also manages the City's purchasing functions, serves as the City cashier, and processes new business licenses and passport applications. The department aspires to create an environment where employees are willing to take risks and become stakeholders in processes by being accountable and taking initiative. Customer satisfaction, both internal and external, is critical to success and integral to the department's daily activities.

The Beaverton Community

Located in the heart of the Tualatin Valley, midway between Mt. Hood and the Oregon coast, Beaverton combines the best of a big city and the peaceful surroundings of a small town. Just seven miles west of downtown Portland, Beaverton is Oregon's sixth-largest city and the second-largest incorporated city in Washington County.

Beaverton is home to more than 100,000 people of all ages and backgrounds and is one of the most diverse cities in Oregon. One in three residents identifies as a person of color, roughly 20 percent were born outside of the U.S., and more than 100 languages are spoken in the Beaverton School District. This richness of cultural diversity is what makes Beaverton such a vibrant city.

Filled with eclectic charm, downtown Beaverton is a collection of mid-century shop fronts, turn-of-the-century landmarks, and the latest in mixed-use development. A new center for the arts with a large performing space recently opened and opportunities for shopping, entertainment, and exploration abound beyond the City's core.

Through a partnership with Tualatin Hills Park and Recreation District, Beaverton residents enjoy many outdoor activities. With more than 100 parks encompassing 1,000 acres, every home in Beaverton is within a half-mile of a park. The City has 30 miles of hiking trails and a 25-mile network of bike paths. Within an hour's drive, there are many more natural areas and opportunities for recreation, including ski slopes to the East and ocean beaches to the West.

Beaverton's neighborhoods offer more opportunities for neighbors to have fun and make a greater impact on the community. Along tree-lined streets, neighbors are often out jogging, biking, dog-walking, and enjoying everything the City has to offer. From outdoor concerts to art, multicultural festivals, and celebrations, Beaverton's annual events help bring the community together.

Beaverton has a long history of thoughtful planning, addressing housing, transportation, economic development, diversity, equity, inclusion, and justice, among many others. The Beaverton community vision project won awards for community outreach and substance and continues to be integral to the development of City Council priorities. Beaverton is proud that its residents and businesses take advantage of many well-designed means to interact with the City.

Welcoming residents and visitors from everywhere, Beaverton is eager to share all that makes it the best in Oregon.



Compensation

The salary range for the CFO is \$155,315 - \$208,139 and will depend on the qualifications of the successful candidate. The City of Beaverton provides a generous benefits package. Learn more about our options and employee-based benefits [here](#).



How to Apply

Applications will be accepted electronically by Raftelis at raftelis.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. The position will remain open until filled, with the first review of applications on **February 2, 2026**.

The City of Beaverton is an equal opportunity employer and does not discriminate on the basis of age, sex, marital status, race, color, creed, mental or physical disability, religion, national origin, familial status, sexual orientation, gender identity, or source of income in the admission or access to, or employment in, its programs or activities. The City of Beaverton recognizes the significant contributions of veterans in protecting the liberties our residents enjoy. The city complies with Oregon's Veterans' Preference Law.



Questions

For more information or questions regarding the City of Beaverton or the Chief Financial Officer position, please contact Heather Gantz at hgantz@raftelis.com or Robert Colichio at rcolichio@raftelis.com.