

LOUDOUN COUNTY

Director of Finance and Procurement





The Position

Loudoun County is seeking a visionary, strategic, and collaborative public finance executive to serve as the next Director of Finance and Procurement. Operating in a dynamic and rapidly evolving community with a strong and sophisticated financial foundation, the Director serves as the key financial advisor to County Administration and the Board of Supervisors. The County is looking for a servant leader who understands all aspects of its financial operations and is effective in leading and supporting a dedicated team, in a large, complex, multi-layered local government. The position is open because the Director was promoted to Deputy County Administrator.

The Director provides strategic leadership, administrative direction, and operational oversight for the Department of Finance and Procurement (DFP). With an adopted departmental operating budget of \$12.4 million and 67 full-time equivalents (FTEs), the Director manages four core divisions: Administration; Finance (Controller); Procurement; and Grants, Internal Audit, and Financial Analysis. The position directs countywide financial reporting, general accounting, payroll, accounts payable and receivable, decentralized purchasing, internal audit, grant prospecting and compliance, and enterprise financial systems.

The next Director assumes leadership during a pivotal period of organizational transformation. In June 2026, Loudoun County went live with Oracle Fusion Cloud ERP across 18 core modules, transitioning away from legacy Oracle E-Business Suite (EBS). The Director will guide the department and users through post-go-live stabilization and optimization while spearheading the essential change management to new business processes. The Director will also continue transitioning DFP from a compliance-centered enforcement posture into a consultative business partner to all county departments. The leader will ensure that Loudoun County retains its pristine financial foundation and coveted triple AAA bond rating while championing transparency, process modernization, cross-departmental collaboration, with a customer focus.

Priorities

- **Foster Departmental Stability and Leadership Trust:** Establish open, authentic, and collaborative relationships with the County Administrator, Deputy County Administrators, Board of Supervisors, DFP division leaders and staff, and department directors across the organization.
- **Cultivate a Customer-Focused Service Culture:** Continue to cultivate an organizational mindset shift into a department that is a consultative, solutions-oriented partner that actively supports operating agencies and constitutional officers in achieving their goals while upholding statutory compliance and internal controls.
- **Lead Oracle Fusion ERP Optimization and Stabilization:** Oversee the stabilization phases across all 18 modules, eliminating manual workarounds, configuring advanced capabilities, and leveraging the platform to improve enterprise-wide reporting and workflow automation.
- **Modernize County Procurement:** Implement key recommendations from a procurement process audit, expanding delegated purchasing authority and matrixed support across operating departments while maintaining central risk management and governance functions.
- **Strengthen Grants Management and Partnerships:** Champion the newly integrated Grants, Internal Audit, and Financial Analysis division; lead the quarterly 18-department Grant Working Group; expand the Nonprofit Liaison program; and guide long-term funding strategies for sunseting American Rescue Plan Act (ARPA) initiatives.

The Successful Candidate

The ideal candidate for Loudoun County's next Director of Finance and Procurement is a seasoned, forward-thinking, servant-minded public finance leader who thrives in a sophisticated, fast-paced, and high-volume environment. This individual brings exceptional emotional intelligence, executive presence, and diplomatic acumen, with the proven ability to articulate complex accounting, procurement, grants and regulatory concepts clearly to elected officials, department directors, and non-financial stakeholders.

The successful candidate brings a demonstrated record of leading enterprise-wide change management and technological transformation, possessing hands-on experience as a platform owner or project leader through large-scale ERP implementation and stabilization (Oracle Fusion preferred). The Director has an extensive working knowledge of governmental accounting standards (GASB), capital financing structures, internal audit and process improvement, and modern public procurement practices. Rather than defaulting to procedural roadblocks, this leader embraces a creative, solutions-oriented philosophy, fostering collaborative partnerships and identifying appropriate opportunities for decentralization of functions to operating agencies to identify compliant, innovative paths that achieve departmental and countywide goals.

With an empowering and inclusive management style, the Director values, supports, and mentors an experienced, highly credentialed departmental team, which includes 10 Certified Public Accountants (CPAs). The ideal candidate understands the dynamics of a diverse, multi-generational workforce, empowers staff, fosters continuous improvement and professional development, and builds a culture of shared accountability. Politically astute, resilient, and collaborative, the next Director balances long-range strategic vision with meticulous operational oversight, serving as an active champion for innovation, equity, and service excellence across Loudoun County government.



Qualifications

Minimum requirements include any combination of education and experience equivalent to a master's degree from an accredited college or university in accounting, finance, business administration, public administration, or a closely related field and at least six (6) years of progressively responsible financial management and procurement experience (which may include some or all of general ledger accounting, financial reporting, payroll, accounts payable and receivable, internal audit, capital financing, grant administration, and public purchasing). A minimum of two (2) years of executive-level management and supervisory experience leading professional teams is also required.

Preferred qualifications include significant senior-level financial management experience within a large, complex public sector organization (such as a large, fast-growing local government or federal CFO Act agency). Demonstrated experience leading or supporting large-scale enterprise technology modernizations and ERP systems is highly valued. Professional credentials such as Certified Public Accountant (CPA), Certified Public Finance Officer (CPFO), or Certified Public Procurement Officer (CPPO) certifications are also preferred.

This position attends evening meetings of the Board of Supervisors, Finance Committee and works with nonprofit organizations after business hours.



Inside The Organization

Loudoun County operates under the “Traditional Form” of county government, the most used form in the Commonwealth. The Board of Supervisors is responsible for the legislative and administrative affairs of the County. The Board of Supervisors appoints a County Administrator to oversee the day-to-day administration on behalf of the Board. The Fiscal Year 2027 adopted operating budget totals approximately \$5.4 billion in total appropriations, including \$1.1 billion for general county government operations and \$2.1 billion for Loudoun County Public Schools. In addition, elected officials are responsible for the conduct and administration of various aspects of the County's affairs. They include the Commissioner of the Revenue, Treasurer, Clerk of the Circuit Court, Commonwealth's Attorney, and Sheriff.

The Loudoun Difference

- We are an organization of individuals who choose to dedicate our talent, education, and experience to making a difference.
- We represent nearly every profession: accountants, attorneys, engineers, systems analysts, deputies, firefighters, and more.
- Together we work as a team to serve the needs and shape the future of our unique and dynamic community.

Simply put, the Loudoun Difference is teamwork, community, and innovation. Loudoun County was celebrated for its exceptional commitment to creating thriving work environments. This recognition was based on factors such as atmosphere, salary, diversity, working conditions, and overall workplace environment, and was named in [Forbes' Best Large Employers 2025 List](#).



Inside the Department of Finance and Procurement

The Department of Finance and Procurement provides organization-wide financial management, procurement operations, and strategic advisory services to Loudoun County departments and constitutional officers. Supported primarily by local tax funding (97%), DFP operates with 67 FTEs across four functional divisions:

- **Administration:** Staffed by 3 FTEs and led by an Administrative Manager, this unit provides departmental human resources coordination, facility management, FOIA compliance, records management, and executive administrative support.
- **Finance (Controller Division):** Led by an Assistant Director/Controller, this division of 34 FTEs manages general ledger accounting, financial systems administration, financial reporting, payroll processing, accounts payable, and accounts receivable. The team coordinates the annual external audit, produces the Annual Comprehensive Financial Report (ACFR) and Popular Annual Financial Report (PAFR), and ensures strict adherence to Generally Accepted Accounting Standards (GAAP) and GASB standards.
- **Procurement:** Led by an Assistant Director/Purchasing Agent, this division of 22 FTEs directs the acquisition of all goods, services, technology, and capital construction across the County. It oversees operating and capital contracting, contract administration, supplier diversity, procurement systems, and delegated purchasing programs.
- **Grants, Internal Audit, and Financial Analysis:** A newly integrated division of 8 FTEs, is led by a Division Manager, providing centralized grant prospecting, application development, compliance monitoring, independent internal audits, and specialized financial analysis to maximize external revenue and enhance operational efficiencies.
- DFP consistently earns prestigious national recognition, including the Government Finance Officers Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting and the National Procurement Institute (NPI) Achievement of Excellence in Procurement Award.

The Community

Rooted in the heart of Northern Virginia, Loudoun County combines the best of suburban tranquility and vibrant community life. Just 45 minutes northwest of Washington, D.C., Loudoun County is a growing and thriving community of more than 455,193 residents, offering a unique blend of historical charm and modern amenities.

Loudoun County is home to a diverse population, with residents from all walks of life contributing to its rich cultural tapestry. The County's schools are among the best in the nation, and the community places a strong emphasis on education and lifelong learning.

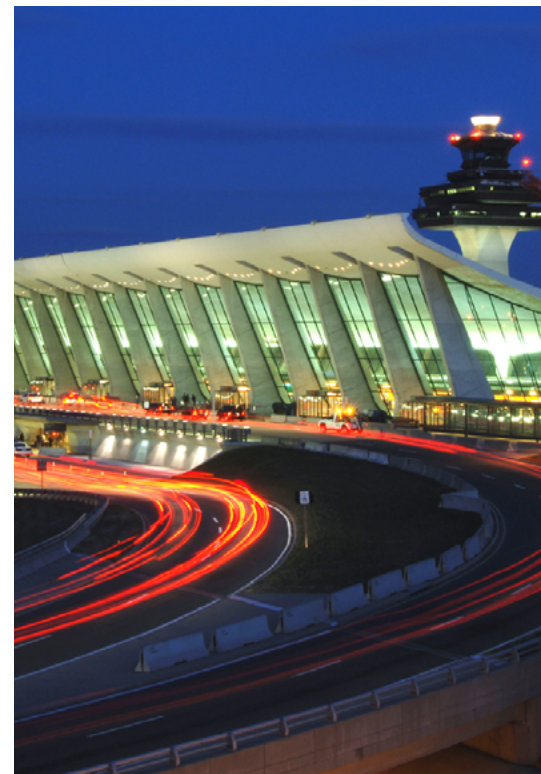
Downtown Leesburg, the county seat, is a delightful mix of historic landmarks and contemporary developments. The area is bustling with shops, restaurants, and cultural venues, providing endless opportunities for entertainment and exploration. The County is also known for its thriving arts scene, with numerous galleries, theaters, and music venues.

Outdoor enthusiasts will find plenty to love in Loudoun County. With over 40 parks and 100 miles of trails, residents can enjoy hiking, biking, and a variety of recreational activities. The County's scenic landscapes, including the picturesque Blue Ridge Mountains and the serene Potomac River, offer a perfect backdrop for outdoor adventures.

Loudoun County's neighborhoods are designed to foster a strong sense of community. Tree-lined streets, well-maintained parks, and community events create an inviting atmosphere where neighbors can connect and enjoy life together. From farmers' markets to music festivals and holiday parades, there's always something happening to bring the community together.

With a robust economy driven by technology, agriculture, and small businesses, Loudoun County offers ample opportunities for career growth and development. The County's strategic location near the nation's capital makes it an attractive place for professionals and businesses alike.

Welcoming residents and visitors from all over, "DC's Technology Corridor" is an innovative, globally competitive community known for its favorable business environment, exceptional quality of life, and strong sense of community. Loudoun County is a wonderful place to live, work, and play.





Compensation and Benefits

The expected hiring range for the Director of Finance and Procurement is \$230,000 - \$260,000, commensurate with executive qualifications and experience. Loudoun County offers a comprehensive benefits package. Learn more about the County's 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 be open until filled with a first review of applications beginning **October 8, 2026**.



Questions

Please direct questions to Catherine Tuck Parrish at ctuckparrish@raftelis.com and Robert Colichio at rcolichio@raftelis.com.

Trusted advisors transforming communities

19 Garfield Place, Suite 500, Cincinnati, OH 45202 / 513.221.0500

