SANDY
GATEWAY TO MT. HOOD

CITY OF SANDY

Finance Director

RAFTELIS

The Position

The Finance Director serves as a key member of the City's leadership team, providing strategic direction while actively leading the City's day-to-day financial operations. Reporting directly to the City Manager, this hands-on leader oversees the full spectrum of municipal finance functions, including budgeting, accounting, financial reporting, investments, debt management, and internal controls. The Finance Director develops long-range financial strategies, implements sound fiscal policies, and serves as a trusted advisor to City leadership, elected officials, and the community, translating complex financial information into clear recommendations that support informed decision-making.

In this highly engaged role, the Finance Director is directly involved in preparing and administering the biennial budget, overseeing financial reporting and audits, managing grants and capital financing, analyzing utility rates and investments, and ensuring compliance with applicable laws, accounting standards, and financial regulations. The Director partners closely with department leaders to align financial resources with organizational priorities while also providing leadership for accounting, utility billing, municipal court administration, purchasing, risk management, insurance programs, and contract administration. This position combines strategic financial leadership with active operational management, requiring a leader who is equally comfortable developing long-term financial strategies and rolling up their sleeves to ensure the City's financial operations are accurate, efficient, and responsive to organizational needs.

The Priorities

- **Strengthen Finance as a Trusted Partner:** Continue building Finance's role as a trusted advisor by fostering proactive relationships, understanding departmental operations and emerging needs, and delivering collaborative financial solutions that advance City Council priorities and organizational goals.
- **Drive Continuous Improvement:** Identify opportunities to streamline business processes, improve efficiencies, leverage technology, and enhance customer service while fostering a culture of continuous improvement.
- **Balance Strategy and Execution:** Serve as a hands-on working director who provides strategic financial leadership while actively overseeing the City's day-to-day financial operations.
- **Support Sustainable Growth:** Provide thoughtful financial planning and analysis that supports infrastructure investment, organizational initiatives, and the City's long-term fiscal sustainability.

The Successful Candidate

The Finance Director is an experienced municipal finance leader who thrives in a hands-on environment, balancing strategic leadership with active involvement in the day-to-day work. Comfortable moving between executive-level discussions and technical financial responsibilities, they bring expertise in budgeting, financial planning, accounting, and fiscal stewardship while maintaining a practical, solutions-oriented approach. They embrace the opportunity to lead a dedicated team, continuously improve business processes, and support the City's long-term financial health as Sandy continues to grow.

A trusted advisor and collaborative partner, the Finance Director builds strong relationships throughout the organization by taking the time to understand departmental operations, challenges, and goals. They are visible, approachable, and genuinely invested in supporting colleagues, partnering with departments to develop thoughtful financial solutions that advance City Council priorities and organizational objectives. With strong political acumen and exceptional communication skills, the Director translates complex financial information into clear, actionable recommendations for the City Manager, City Council, staff, and the community.

The successful candidate is personable, humble, and emotionally intelligent, fostering trust through integrity, responsiveness, and follow-through. They lead by example, cultivate a positive and accountable team culture, and create an environment where employees feel respected, supported, and empowered to succeed. Committed to exceptional customer service, the Finance Director builds confidence through responsiveness, collaboration, and a genuine desire to help others succeed.

The Finance Director is energized by the opportunity to make a meaningful impact in a growing, full-service city where relationships matter, and individual contributions are highly visible. They are adaptable, resourceful, and comfortable shifting between long-range financial planning, organizational problem-solving, and technical financial work as priorities evolve. This leader appreciates the collaborative nature of a smaller organization, where accessibility, sound financial leadership, and a commitment to public service directly influence the success of the organization and the community it serves.

Qualifications

At least five years of related experience in municipal finance and governmental accounting, including two years of leadership experience, is required. Excellent public speaking skills, coupled with the ability to communicate complex financial information and present confidently to diverse stakeholder groups, are essential. Prior experience with fund accounting is desired.

A bachelor's degree in accounting, finance, business administration, or closely related field is required. A master's degree in public administration, finance, or related field is desired. A Certified Management Accountant (CMA) designation is beneficial. Any combination of experience and training that is likely to provide the required knowledge and abilities qualifies.

Inside The City of Sandy

The City of Sandy is a council-manager form of government and is governed by a seven-member City Council comprised of the Mayor and six City Council members. The City Council members are responsible for city policies, legislation, and adopting the city budget. The Council appoints a city manager who is then responsible for the day-to-day operation of the city consistent with the policy direction set by the Council.

The 2025-27 Biennial Budget of $188 million reflects the City's vision, values, and goals for the community. With over 90 full-time equivalent employees, the City provides a full range of municipal services through the following departments: Administration, Finance, Human Resources, Information Technology, Library, Parks and Recreation, Police, and Public Works. Sandy also operates its own award-winning SandyNet fiber-optic internet utility and the Sandy Area Metro (SAM) transit system.

The City of Sandy has recently completed a comprehensive long-range planning effort that provides a clear vision for the community's future and establishes a strong foundation for responsible growth, infrastructure investment, and organizational decision-making. This work includes the adoption of Envision Sandy 2050, an updated Comprehensive Plan, and revised master plans for water, wastewater, transportation, parks and trails, and SandyNet. Together, these plans create a coordinated framework that guides policy decisions, capital investments, service delivery, and sustainable community development to ensure Sandy is a safe, livable, and vibrant community for years to come.

Inside the Finance Department

The Finance Department serves the public and internal customers by receiving and disbursing financial resources, accurately and timely recording of all financial activity, accounting for fixed assets, monitoring financial compliance with various federal, state, and local requirements, and providing support to city departments in areas of financial management. General responsibilities of the Finance Department include, but are not limited to, accounts receivable and payable, auditing, budgeting, financial reporting, municipal court, payroll, risk management, and utility billing.

The Sandy Community

Nestled in the foothills of the Cascade Mountains, the City of Sandy is the easternmost city in Clackamas County and serves as the Gateway to Mount Hood. Home to approximately 13,000 residents, Sandy combines the warmth and character of a close-knit community with the amenities of a growing city. Located just 25 miles east of Portland, Sandy offers convenient access to the metropolitan area while maintaining its distinct identity, welcoming atmosphere, and strong quality of life.

Sandy's thriving economy is supported by a diverse mix of local businesses, including many that serve visitors to the renowned Mount Hood Recreation Area. Surrounded by the natural beauty of the Pacific Northwest, residents enjoy year-round outdoor recreation, from skiing, snowboarding, and snowshoeing in the winter to hiking, camping, mountain biking, and fishing throughout the warmer months. Sheltered by Mount Hood from the harsher weather of the Columbia River Gorge, Sandy enjoys a mild climate that makes outdoor recreation a way of life.

As one of Oregon's fastest-growing communities, Sandy is thoughtfully planning for the future while preserving the small-town character that residents value. The community is known for its strong civic pride, historic downtown, local events, excellent access to nature, and welcoming, family-friendly atmosphere. Sandy offers an ideal balance of community connection, economic vitality, and outdoor adventure, making it a desirable place to live, work, and play.

Compensation and Benefits

The salary range for the Finance Director is $108,290 - $141,022 and will depend on the qualifications of the successful candidate. The City of Sandy is committed to supporting employee well-being and offers an excellent benefits package. For more information, please visit: Sandy Benefits.

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 is open until filled. For full consideration, please apply as soon as possible.

Questions

For more information or questions regarding the City of Sandy or the Finance Director position, please contact Heather Gantz at hgantz@raftelis.com.