M-NCPPC

MARYLAND-NATIONAL CAPITAL
PARK AND PLANNING COMMISSION

Accounting Director



RAFTELIS

The Position

Dedicated to excellence across two dynamic counties, the Maryland-National Capital Park and Planning Commission (M-NCPPC) is conducting a nationwide search for an organized, communicative, and forward-thinking financial leader to serve as its next Accounting Director (Director). Reporting directly to the Deputy Finance Director, the Accounting Director leads the Accounting and Accounts Payable Division within the Finance Department, serving as a key operational leader and trusted advisor to operating department directors, executive leadership, and the Audit Committee.



The Accounting Director holds executive accountability for the integrity, precision, and compliance of M-NCPPC's primary financial operations, guiding general accounting, treasury operations, and accounts payable disbursements. Working in close collaboration with departmental leadership, the Director oversees comprehensive month-end and year-end close schedules, maintains robust internal control environments, and ensures adherence to Governmental Accounting Standards Board (GASB) pronouncements.

The Director reports to the Deputy Finance Director. There are two direct reports to this position - Accounting Manager and Accounts Payable Manager and the director oversees 14 FTEs. The M-NCPPC's total approved annual budget for FY27 is $1,128,462,462. There are three AP employees who are in a collective bargaining unit.

Central to this portfolio is full accountability for the compilation and publication of the Annual Comprehensive Financial Report (ACFR), state financial reporting, and the management of debt service and capital improvement project accounting. Through rigorous financial oversight, the Director safeguards the agency's long-standing record of clean annual audits and supports top-tier bond ratings that include AAA from S&P and Fitch, and AA from Moody's.

The Accounting Director will guide significant business process and technology modernizations, serving as an executive champion for the division's transition from legacy Lawson systems to Workday ahead of the April 2028 go-live. In this role, the Director will collaborate across operating departments to re-engineer core workflows, automate routine accounting tasks, and implement modern digital payment options, fostering an agile, customer-focused operational culture positioned for sustainable success.

Priorities

- Partner with the Deputy Finance Director, Secretary-Treasurer, and Audit Committee to set clear expectations, coordinate division goals, and ensure sound accounting operations across the Commission.
- Build trust with Accounting and Accounts Payable staff and county partners by understanding daily workflows and encouraging an environment centered on shared problem-solving.
- Mentor divisional staff and cultivate an open, supportive culture where team members feel comfortable asking questions, evaluating procedures, and pursuing continuous improvement.
- Establish clear priorities that balance daily operations with strategic milestones, creating pathway opportunities for staff to attain professional credentials, including the Certified Public Finance Officer (CPFO) and Certified Public Accountant (CPA) designations.
- Ensure the timely and accurate completion of the Annual Comprehensive Financial Report and state financial reporting, maintaining strict GASB compliance and facilitating external audits to uphold the agency's clean audit opinions.
- Support enterprise systems modernization, maintaining legacy Lawson operations while helping plan and test automated workflows and modern digital payment solutions for the Workday transition.
- Strengthen internal controls and standard operating procedures across corporate accounting and disbursements to minimize risk, improve customer service, and modernize financial workflows.

The Successful Candidate

The successful candidate serves as an approachable leader who instills confidence, elevates morale, and establishes clear priorities across daily operations. Deep familiarity with GASB standards enables the Director to address complex accounting matters with sound judgment, while practical organizational skills keep close schedules balanced and predictable. Under this leader's direction, the team consistently meets statutory deadlines for financial statements and the Annual Comprehensive Financial Report, maintaining the Commission's top-tier fiscal accountability.

Investing in staff capabilities will be a key measure of success. The next Director fosters a supportive, communicative workplace where team members are encouraged to raise questions and explore better ways of doing business. By taking the time to understand individual workloads, offering constructive guidance, and demystifying technical challenges, the Director helps personnel expand their capabilities and pursue career pathways, including CPA and CPFO certifications.

The Director also champions business process modernization, working directly with staff and departmental counterparts to make workflows more efficient and customer oriented. Ahead of the enterprise transition from legacy Lawson systems to Workday, the ideal candidate will lead process re-engineering efforts and modern disbursement initiatives, including accelerated digital payment solutions. Combining technical depth with a collaborative management approach, the Director positions the division for sustainable success.

Qualifications

Minimum requirements include any combination of education and experience equivalent to a bachelor's degree in accounting, business management, business administration, or a related field, and eight years of progressively responsible experience that includes substantive work across the full scope of accounting, financial reporting, and staff management, or an equivalent combination of education and experience totaling 12 years.

Preferred qualifications include a master's degree in a related field, active designation as a Certified Public Accountant (CPA) or Certified Public Finance Officer (CPFO), and extensive executive accounting leadership in state or local government, or service as a chief financial officer for a state agency. Experience overseeing ACFR, ensuring compliance with state financial reports, facilitating external audit schedules, supporting enterprise financial software transitions, and the effective mentoring and developing of finance staff is highly desirable.





Inside The Organization

The M-NCPPC is a bi-county agency created in 1927 by the Maryland General Assembly and directed by the governing bodies of Prince George's County and Montgomery County. It is governed by a ten-member Board of Commissioners, composed of five-member Planning Boards for each county. Day-to-day work is carried out through the Montgomery Planning Board, Prince George's Planning Board, Prince George's County Planning, Montgomery County Planning, Prince George's County Parks and Recreation, and Montgomery County Parks, alongside Central Administrative Services, which provides centralized administrative support across the organization.



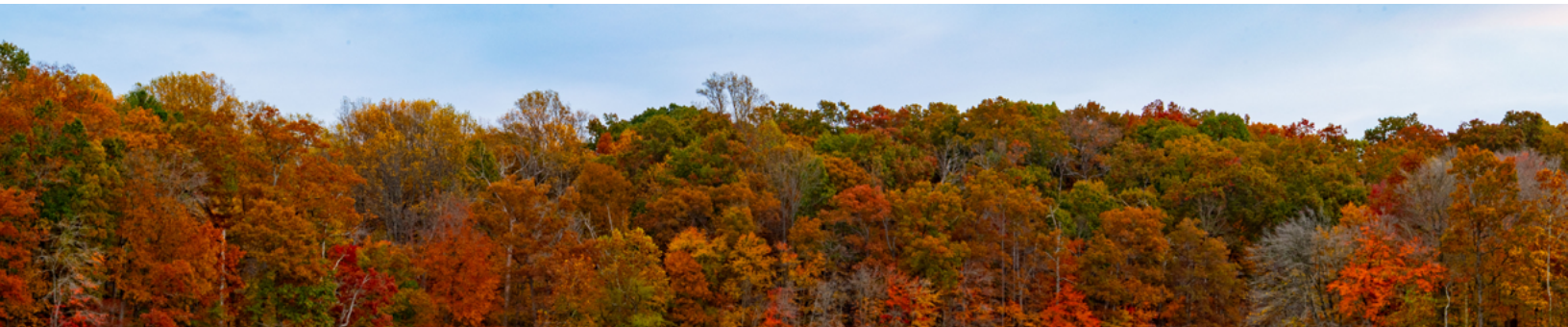
Central Administrative Services is led by three statutory officers of the M-NCPPC and encompasses human resources, finance and accounting, procurement, information technology, risk management, legal counsel and several related administrative functions. The Chief Administrative Officer is appointed by the full Commission, reports directly to the M-NCPPC Co-Chairs and works closely alongside the Secretary-Treasurer and the General Counsel. The CAO directly oversees the Deputy Director and four functional leaders: the Director of Human Resources Management, the Director of Information Technology, the Corporate Budget Director, and the Director of Corporate Policy and Management Operations. Together these leaders and their teams serve every department across both counties.

The M-NCPPC serves over two million residents of Montgomery County and Prince George's County through a team of more than 2,500 career employees, along with thousands of volunteers and seasonal employees. The M-NCPPC is a six-time recipient of the National Recreation and Park Association's Gold Medal Award for Excellence in Parks and Recreation Management and is one of 220 park and recreation agencies nationwide, and only seven in Maryland, accredited by the Commission on the Accreditation of Park and Recreation Agencies (CAPRA). As an enterprise, the annual operating and capital budgets total $989 million and $178 million, respectively.

The agency improves the well-being of communities within this region by:

- Planning for the coordinated and harmonious physical growth and development of the region;
- Protecting and stewarding natural, cultural, and historical resources;
- Providing an award-winning system of parks;
- Creating recreational experiences that enhance the quality of life of all individuals; and
- Planning great communities that are vibrant, livable, accessible and sustainable.

The M-NCPPC's reporting structure is detailed in the organizational chart.



Our Mission

Throughout almost 100 years of service, the Maryland-National Capital Park and Planning Commission (the M-NCPPC) has endeavored to improve the quality of life for all those living, working and playing in the bi-county area it serves. This mission is embodied in three major program areas which respond to the vision of our founders and are incorporated into our charter.

M-NCPPC's mission is to:

- Manage physical growth and plan communities.
- Protect and steward natural, cultural and historic resources.
- Provide leisure and recreational experiences.

Our Vision

Created in 1927, the M-NCPPC embodies the vision of forward-looking community leaders who saw the need to plan for orderly development and protection of the natural resources in the two suburban counties bordering the District of Columbia. During the agency's proud, nearly 100 years of existence, the population of the area it serves has increased to over 2 million residents in a bi-county area of great economic, racial, ethnic and geographic diversity.

The M-NCPPC's facilities, programs and responsibilities have constantly evolved and expanded to keep pace with the needs of this vibrant community. From assuming responsibility for the entire public recreation program in Prince George's County in the '70s, to building and strengthening ongoing regional business partnerships, the M-NCPPC has continued to plan, fund and deliver quality, innovative programs, facilities and services for almost a century.

The M-NCPPC benefits Montgomery and Prince George's Counties by "Turning Visions into Reality."

The Community

The M-NCPPC serves two of Maryland's largest and most dynamic counties, Prince George's and Montgomery, in the heart of the Washington, DC, metropolitan area. For an executive weighing a move, few regions offer this combination of professional opportunity, cultural richness, and quality of life. The M-NCPPC's service area sits minutes from the nation's capital, with its museums, monuments, and federal institutions, while offering communities that range from vibrant urban districts to established suburban neighborhoods and protected green space.

The region is among the most diverse in the country. Prince George's and Montgomery Counties together are home to over two million residents who reflect a wide range of cultures, languages, and backgrounds, and that diversity is a defining strength of community life here. Residents and visitors enjoy an extraordinary breadth of arts, dining, festivals, and entertainment, from local performing arts venues and multicultural celebrations to the world-class cultural institutions of greater Washington.

Outdoor life is central to the area's appeal, and the M-NCPPC itself is a large part of the reason why. The parks systems of both counties offer thousands of acres of parkland, trails, athletic facilities, nature centers, and recreation programs that place high-quality outdoor experiences within reach of nearly every neighborhood. Whether the interest is hiking, cycling, youth sports, or quiet time in a nearby park, the region delivers.

Families are drawn to the area's schools, established neighborhoods, and strong sense of community, along with excellent access to higher education, including major universities within and near the region. The local economy is anchored by government, higher education, health care, technology, life sciences, and a growing base of small businesses and entrepreneurs, giving the region both stability and momentum.

Proximity matters here too. The service area is well connected by Metro rail and bus, major highways, and three area airports, making regional and national travel straightforward. Beyond the metro area, the Chesapeake Bay, the Blue Ridge Mountains, and the Atlantic beaches are all within a comfortable drive for weekend escapes.



Compensation and Benefits

The expected hiring range is $164,706-174,737, depending on qualifications, with a comprehensive benefits package. Benefits offered to appointed officials include the following:

- Relocation assistance may be considered as part of total compensation.
- M-NCPPC allows up to three days of telework after successfully passing the 12-month probation period.
- Defined Benefit Plan (Plan E) retirement, with an optional MissionSquare 457 deferred compensation plan and Traditional and Roth IRA options
- Medical coverage through Kaiser Permanente (HMO) or UnitedHealthcare (EPO and POS) plans, with prescription coverage through CVS Caremark
- Dental coverage through Delta Dental PPO and DeltaCare USA HMO, and vision coverage through EyeMed
- Flexible spending accounts for medical and dependent care expenses
- Mandatory long-term disability insurance with optional supplemental coverage, plus basic life and AD&D insurance at two times base salary, with supplemental and spouse or dependent options available
- Paid leave that includes 15 annual leave days, 15 sick leave days, 24 hours of personal leave, and 11 holidays each year, along with access to a Sick Leave Bank
- Tuition Assistance Program, Employee Assistance Plan, Legal Services Plan, Wellness Program, Work-Life Program, and credit union membership

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 **January 7, 2027**.

Questions

Please direct questions to Catherine Tuck Parrish at ctuckparrish@raftelis.com and Niayla Hairston at nhairston@raftelis.com.

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