



# DIRECTOR OF FINANCE

## City of DeSoto, TX



# About DeSoto

Located just minutes from downtown Dallas, DeSoto offers an exceptional quality of life with lower housing costs than many surrounding cities, providing residents with more value and comfort without sacrificing convenience. Home to approximately 56,000 residents, the city's strong public schools equip students with the skills they need to thrive in a rapidly changing world, while a variety of reliable childcare options help families balance work and home life with confidence.

DeSoto is home to a broad network of healthcare providers, offering accessible, high-quality medical care that supports a healthy and active community. Whether you're raising a family or enjoying a new chapter in life, you'll find essential services and support systems close to home.

From scenic parks and bike trails to a full calendar of recreational programs, DeSoto makes it easy to stay active and connected. Add easy access to shopping, dining, and entertainment, and you'll see why so many people are choosing to live their best life in DeSoto.

## City Government

The City of DeSoto functions under a Council-Manager system. The City Council, made up of a Mayor and six Councilmembers, serves as the city's legislative body, and are responsible for setting policy, passing ordinances, and representing residents. All members, including the Mayor, are elected at large city-wide for three-year terms, with a maximum of two consecutive terms. Councilmembers must live in the district they represent, while the Mayor represents the entire city and has no district residency requirement.

The Council appoints a professional City Manager to oversee daily operations, manage staff, and ensure that Council policies are effectively implemented. This governance model fosters collaboration, accountability, and strategic leadership for the evolving needs of DeSoto's community.





## The Position

The Director of Finance is a key member of the City of DeSoto's executive leadership team, reporting directly to the City Manager. This position is responsible for overseeing all operations of the Financial Services Department, which includes budgeting, accounting, payroll, purchasing, and financial reporting. The Director of Finance provides strategic leadership and direction to ensure the City's financial stability, regulatory compliance, and operational efficiency, and plays a vital part in shaping fiscal policy, driving innovation in municipal finance practices, and fostering transparency in the City's financial activities.

With a focus on high-performance management and cross-departmental collaboration, the Director of Finance leads initiatives such as priority-based budgeting, long-term financial forecasting, and the integration of new technologies to support data-driven decision-making. This is a hands-on leadership role that requires vision, adaptability, and the ability to communicate complex financial information to a variety of stakeholders including elected officials, executive staff, and the community.

## Education and Experience

Qualified candidates will have a Master's Degree in Business Administration, Finance or a related field, and a minimum of five (5) years of related work experience. A Certified Public Accountant (CPA) designation is preferred; an equivalent combination of training, education, and/or experience will be considered.





# Essential Job Functions

- Plans and directs department activities by establishing priorities and programs; coordinating project meetings; analyzing and recommending staff and resource levels; and monitoring department operations, staffing, and productivity levels.
- Managing all staffing functions by developing and recommending staffing levels; directing and participating in recruitment activities; initiating, monitoring, and evaluating performance; coaching and counseling; establishing and reviewing training activities; and initiating disciplinary proceedings.
- Directs departmental financial processes by developing and recommending budget and program costs; responding to financial inquiries; interpreting directives; and ensuring compliance with federal, state, and local laws.
- Ensures operation efficiency by configuring and managing resources; participating in strategic planning, technology planning, and results coordination; reviewing and managing responses; and research and recommending new processes and technologies.
- Leads the implementation of standardized financial forecasting and develops priority-based budgeting strategies to guide fiscal planning for the upcoming year and future budget cycles.
- Develops and maintains relationships with departments, customers, elected officials, and outside agencies by participating in meetings and serving on committees; preparing and presenting information in internal and external settings; negotiating agreements; reviewing contracts; and responding to complaints and inquiries.



# The Ideal Candidate

The ideal candidate should be an experienced and forward-thinking municipal finance professional with a strong foundation in governmental accounting, fiscal forecasting, and strategic budgeting. They should bring deep expertise in all aspects of municipal finance, including zero-based and priority-based budgeting, bond preparation, investments, audits, purchasing, and payroll. With a proven ability to manage complex financial operations, the ideal candidate should be adept at navigating competing priorities in a dynamic, fast-paced environment.

The ideal candidate should be a confident public speaker and skilled communicator who is capable of translating complex financial data into clear, actionable insights for City leadership, elected officials, and the community. They should be comfortable presenting in both formal and informal settings and bring a collaborative leadership style that fosters strong relationships across departments. The ideal candidate should be highly organized, technologically proficient, and committed to excellence, transparency, and innovation. Their leadership will be instrumental in guiding a high-performing finance team and ensuring the long-term fiscal health of the City of DeSoto.





# Salary

The City of DeSoto is offering a competitive salary range of \$164,000-\$197,500, commensurate with experience and qualifications. In addition to base salary, the City provides a robust benefits package that includes flexible work options, including a 9/80 or 10/4 schedule, or remote work one day per week, monthly auto allowance, an annual \$5,000 contribution to a 457 deferred compensation plan, and participation in TMRS with a 2:1 City match.

## How to Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com  
Reference: DESOTOFD

Affion Public  
PO Box 794  
Hershey, PA 17033  
717-214-4922  
www.affionpublic.com



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*The City of DeSoto is an Equal Employment Opportunity Employer.*

