



The City of Needles  
is looking for its next

# FINANCE DIRECTOR

The City of Needles is seeking a team-oriented individual with municipal experience to be its next Finance Director. If you are a finance professional who is ready to be a hands-on leader in a fantastic City, this is the position for you.

This is a transformative time for Needles. As Finance Director, you will play a pivotal role in shaping the City's financial future amid major investments in infrastructure, economic development and long-term planning. Needles continues to foster a business-friendly environment that attracts investment and drives growth.

Explore the possibilities and join us in shaping the next chapter of Needles' story!

Learn more within.



# ABOUT THE CITY OF NEEDLES

Nestled along the Colorado River, Needles, California, blends small-town charm with big opportunities. Known for its vibrant community spirit, enhanced public spaces and thriving economy, Needles is the ideal place to live, work and play.

## A City on the Rise

Needles is on an upward trajectory, fueled by economic expansion and infrastructure investment. The City's business-friendly policies have attracted over \$100 million in new developments across hospitality, retail and cannabis. The cannabis industry alone generates \$4 million in annual tax revenue—reinvested into modernizing roads, water systems and community spaces.

Recent developments include the Hampton Inn & Suites, which boosts tourism and new housing projects along the Colorado River that support population growth. With a streamlined permitting process and strong partnerships with regional and federal agencies, Needles continues to cultivate a business-friendly environment where investment and innovation thrive. This is exemplified by Needles' recognition as the first rural city to receive the California Department of Housing and Community Development's Prohousing Designation, positioning the City as a leader in housing development.

## Enhancing Quality of Life

The Needles City Council is investing in infrastructure, recognized by the American Public Works Association (APWA) for its innovative strategies and revitalized public spaces to make the city a safe, family-friendly destination. Through its 15-Year Pavement Management Plan, the City has already rehabilitated 39% of its road network, with \$8.5 million invested since 2020.

Recent park improvements reflect the City Council's commitment to enhancing livability. Duke Watkins Park recently underwent a \$3.96 million renovation, now featuring a Route 66-themed splash pad and a bike pump track. The Marilyn Hohstadt Mathews Walking Trail in Jack Smith Park was upgraded with new fitness stations and the Rodeo Grounds received critical enhancements to better support community events. In total, more than \$7 million has been invested in modernizing local parks and gathering spaces.

Needles received the Clean California Community Designation, recognizing its leadership in beautification and clean-up efforts. Together, these investments are revitalizing public spaces, strengthening community pride and creating an environment where residents and visitors can thrive.

As a gateway to outdoor adventure, Needles offers weekends filled with boating, water skiing or fishing along the scenic Colorado River. Embrace nature at its best with a visit to the nearby Havasu National Wildlife Refuge, perfect for hiking, birdwatching or a relaxing riverside picnic. In Needles, work-life balance comes with sunshine and endless recreation.

## Community Engagement at its Core

Needles fosters a close-knit, inclusive community with programs and events for all ages. Upgraded public parks, expanded recreational programs and strong collaboration with the Needles Unified School District—which boasts a 100% graduation rate—create a supportive environment for families.

Whether you're exploring career opportunities, seeking a supportive community or planning your next adventure, Needles, California is ready to welcome you.

## About the Finance Department

The Finance Department is responsible for the overall financial management of the City. It supports the internal and administrative functions of all operating departments while also meeting the direct service needs of residents and businesses.

In recent years, the Department has led key financial initiatives, including the adoption of multi-year capital improvement plans, implementation of internal service funds and oversight of grant funding. The team plays a vital role in advancing infrastructure investments and ensuring the City's long-term fiscal sustainability.



**FY 2025/2026 Adopted Budget**

Learn more about the Finance Department here:  
**[www.CityOfNeedles.com/Departments/Finance](http://www.CityOfNeedles.com/Departments/Finance)**

# THE ROLE: FINANCE DIRECTOR

The Finance Director is a hands-on leader who oversees the full scope of the City's financial operations, including budgeting, forecasting, accounting, utility billing, risk management and long-term financial planning. This role is responsible for maintaining the City's fiscal health while helping guide strategic investments that support Needles' ongoing growth.

Reporting directly to the City Manager, the Finance Director develops and implements policies and practices that ensure transparency, compliance and operational efficiency. The Director also collaborates closely with other departments, providing financial insight that helps shape citywide decisions and priorities.

## About The Ideal Candidate

The ideal candidate will bring a wealth of municipal finance experience and demonstrate expertise in managing complex budgets, accounting and financial systems. This individual is ready to step into a leadership role that not only ensures the City's fiscal health but also advances its strategic goals.

The ideal candidate brings the following:

- **Municipal Finance Expertise:** A strong background in municipal finance, including experience with two-year budgets, internal service funds, cost allocations and financial forecasting
- **Budget Development and Oversight:** Proven ability to develop and manage complex multi-year budgets using advanced financial systems and performance-based tools.
- **Leadership and Team Management:** A seasoned leader who can effectively manage and mentor a team. The candidate will also oversee capital projects and human resources functions.
- **System Implementation Experience:** Experience leading financial system implementations and process improvements to enhance accuracy, efficiency and transparency.
- **Grant and Audit Knowledge:** Strong understanding of grant finances, disbursements and single audit requirements, ensuring compliance and effective management of external funding.
- **Visionary Thinking:** A forward-looking individual who understands forecasting and can advise the City Council, City Manager and executive team on spending strategies to achieve long-term objectives and capital improvements.
- **Collaborative Communication:** An effective communicator who can present financial information clearly to elected officials, staff and the community

The ideal candidate is a motivated and innovative leader who is ready to take ownership of the City's financial future, ensuring it remains on a path of sustainability and growth. They thrive in a collaborative, hands-on environment and are committed to being an integral part of the community.

## Qualifications

- Bachelor's degree from an accredited four-year college or university in public administration, business administration, finance, accounting or related field.
- A minimum of five (5) years of full-time senior/executive management experience in finance administration in a government environment.
- Certified Public Accountant (CPA) highly desired.

[SEE THE FULL JOB DESCRIPTION HERE](#)



# COMPENSATION & BENEFITS

The salary range for the Finance Director position is \$124,925 - \$159,453, depending on qualifications.

- **Work-Life Balance:** The City of Needles prioritizes a healthy work-life balance with flexible scheduling when feasible.
- **Retirement:** CalPers with 2% at 62 formula with a total combined rate of 15.62%. Employees are also able to enroll in an Empower 457B Deferred Compensation Plan.
- **Life Insurance:** Free Guarantee Issue Life Insurance, EE up to 200K, Spouse up to 50K, Dependent Child up to 10K
- **Health, Dental and Vision:** Employees receive a Blue Shield of CA PPO plan, Delta Dental PPO and VSP Vision coverage.
- **Disability:** Free Short-term and Long-term Disability; State Disability is employee paid.
- **Holidays:** Thirteen paid holidays per year.
- **Leave:** Family, Bereavement, Witness, Jury Duty, Sick
- **Employee Assistance Program**
- **Educational Financial Assistance**
- **Travel Allowance**
- **\$5 Golf at Rivers Edge Golf Course**

## How to Apply

To be considered for this position, please submit your resume and cover letter to Christine Martin at [Talent@TripepiSmith.com](mailto:Talent@TripepiSmith.com). **This position is open until filled, with the first review on August 25, 2025.**

After the submission deadline, candidates will be screened for qualifications. If you require additional information or have questions, please contact Christine Martin at 949-993-6531.



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