

DEADLINE EXTENDED!
DUE TO THE HOLIDAYS



**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.

Joining the City of Needles offers the opportunity to make a meaningful impact in a community that values innovation, collaboration and sustainability. As Finance Director, you will play a pivotal role in shaping the City's financial future while enjoying the unique charm and lifestyle that Needles has to offer.

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.

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. The 15-Year Pavement Management Plan has already modernized 39% of the City's roads with \$8.5 million invested since 2020. Beautification efforts earned Needles the prestigious Clean California Community Designation while upgrades to Duke Watkins Park and the Rodeo Grounds added amenities like a Route 66-themed splash pad and a bicycle pump track. Signature events like the Needles Rodeo and Run for the Wall bring the community together, celebrating local heritage and civic pride. Needles also offers countless outdoor activities such as waterfront recreation including boating, water skiing and fishing, or you can visit the Havasu National Wildfire Refuge to connect with nature or have a picnic.

A Thriving Economic Hub

With over \$100 million invested in industries like retail, hospitality and cannabis, Needles is undergoing an economic renaissance. 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, catering to the City's growth. Needles' streamlined permitting process and partnerships with regional and federal entities ensure a business-friendly environment that welcomes investment and innovation.

Community Engagement at its Core

Needles fosters a close-knit, inclusive community with programs and events for all ages. Upgraded public parks, recreational programs and 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.

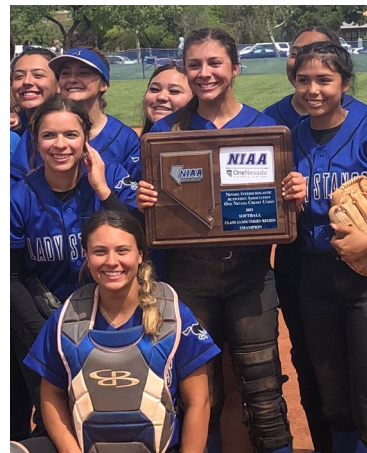
About the Finance Department

The Finance Department is responsible for the overall financial management of the City. The Department supports the internal and administrative functions of the City's operating departments and meets the direct service needs of residents and businesses.

Learn more about the Finance Department here:
www.cityofneedles.com/services/city-finance



[FY 2024/2025 Adopted Budget](#)



ABOUT THE POSITION: FINANCE DIRECTOR

The Finance Director plans, directs, manages and oversees the activities and operations of the Finance Department. The purpose of this position is to develop and implement policies, procedures and practices to provide services in governmental accounting functions, forecasting, budget preparation and compliance, risk, treasury and debt management, and to coordinate assigned activities with other departments.

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 create and manage budgets that go beyond basic Excel spreadsheets, leveraging advanced systems to deliver accurate and actionable financial plans.
- **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:** Demonstrated success in implementing financial systems and improving processes to increase efficiency and accuracy.
- **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.

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 \$120,057 - \$153,233, 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. **This position is open until filled, with the first review on February 10, 2025.**

References will not be contacted until mutual interest has been established.

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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