The City of Cudahy invites you to apply for

Finance Director

Re-opening!

Looking for a meaningful leadership role where your financial expertise will shape a community's future? Do you thrive in a collaborative environment that values innovation, teamwork and fresh ideas? The City of Cudahy is looking for its next Finance Director – a forward-thinking leader ready to guide and lead a dynamic team through the City's next phase of growth and transformation.

This is your opportunity to shape the future, build a strong team and make a real difference in a diverse, community-focused organization.

TRIPEPI SMITH
—TALENT SOLUTIONS—

About Cudahy

Located in Southeast Los Angeles, the City of Cudahy is a vibrant, fast-growing community with deep cultural roots and a strong focus on connection and service. Home to about 23,000 residents, Cudahy offers a rare opportunity to make a visible, meaningful impact. With big-city proximity but the heart of a small town, Cudahy combines access to the energy of Los Angeles with the close-knit feel of a community.

Though small in size, Cudahy is big on collaboration and innovation. As a contract city, Cudahy operates with a streamlined model that leverages key partnerships with outside agencies and providers to deliver essential services such as law enforcement and fire protection. This structure allows staff to focus more on strategic leadership and community-building.

Beyond City Hall, Cudahy offers a dynamic blend of urban convenience and neighborhood charm. Residents and visitors alike enjoy more than 20 acres of parkland, including the beloved Clara Street Park and Lugo Park, which serve as hubs for recreation, fitness and family-friendly events. Year-round community celebrations, from cultural festivals to movie nights in the park, bring people together and reflect the rich diversity and spirit of the City.

With easy access to the 710 and 105 freeways, as well as Metro transit lines, Cudahy is just minutes from downtown Los Angeles, major shopping centers, entertainment venues, and an incredible restaurant scene, making it an ideal location for professionals who want meaningful work and an accessible lifestyle.

If you're looking for a place to grow your career while helping shape the future of a close-knit, evolving city, Cudahy is ready to welcome you.

Why work for us?

At the City of Cudahy, we're passionate about serving our community with integrity, transparency and heart. Here, challenges are met with curiosity, achievements are shared, and leadership is something everyone is encouraged to step into. Collaboration happens naturally, and growth is part of the everyday experience.

This is a place where relationships matter and your voice has weight. Whether you're leading an initiative or offering input on a new idea, you're part of something bigger: a culture built on trust, collaboration, and the belief that the work we do together can truly make a difference.

Our Vision

Cudahy is a vibrant, friendly, and resilient community achieving our dreams with pride.

Our Mission

We appreciate our past and plan for our future as we deliver high-value, quality services that support an improved quality of life in Cudahy.

Our Values

Welcoming: We are open to and respectful to all in our community.

Continuous Improvement: We are consistently looking for ways to do things better.

Innovation: We are open to new ideas and ways of doing things.

Safety: Our community feels safe during their daily activities.

Best for All: We work to support the interest of the community.

Fun: We enjoy the work we do together.

Consistent and Fair: We treat everyone with respect and without bias.

Cudahy by the Numbers

21,059	29	$46,279	$669,759	23
Current Population	Median Age of Resident	Median Income	Median Home Value	Acres of Parks

The Finance Department

The Finance Department plays a central role in supporting the City's daily operations and long-term vision. Beyond managing the City's financial resources and providing strategic insight, the department oversees critical functions including business licensing, purchasing and information technology. Our team works behind the scenes to ensure public funds are used effectively, services run smoothly and technology supports both staff and community needs. Ultimately, the Finance Department exists to strengthen the City's financial foundation and provide the strategic guidance necessary to meet the evolving needs of Cudahy.

As Cudahy continues to grow and evolve, the next Finance Director will play a key role in shaping the City's financial future through several potential projects:

Review Business License Structure

We'd like to undertake a comprehensive review of the City's business license program to modernize its structure, improve fairness and compliance and ensure alignment with today's economic landscape.

Capital Improvement Program (CIP) Collaboration

The Finance team partners with Public Works to support the development and prioritization of the City's Capital Improvement Plan, ensuring financial resources align with infrastructure needs and investment timelines.

Diversifying Revenue Sources

We're developing strategies to expand and stabilize the City's revenue base, including exploring grants, economic development partnerships and innovative funding opportunities.

ERP System Training and Optimization

With the implementation of the City's ERP system (Tyler Pro), we've identified a need for improved staff training and system understanding. The Finance Director should prioritize a comprehensive training plan and ongoing support to ensure the system is fully utilized, enhancing efficiency, accuracy and interdepartmental coordination.

Community Outreach on Revenue Diversification

As we explore critical funding options like parcel taxes, advancing community outreach and education on revenue diversification would be ideal to sustain and enhance the quality of life in Cudahy. We lead transparent and inclusive public outreach efforts that educate residents, build trust and foster community support.

By the Numbers

6.5 FTE's Allocated to Finance Department

$49.1 M Total City Budget

$43 M Revenue Budget

Finance Director Areas of Responsibility

- Budget Planning and Oversight
- Financial Reporting and Transparency
- Revenue Management and Growth
- Accounting and Treasury Operations
- Financial Systems and Process Improvements
- Staff Training and Leadership Development
- IT Management

Fun Fact

The City of Cudahy was named after its founder, Michael Cudahy, who bought the land in 1908 for development.

The Position

As our next Director of Finance, you'll lead a small but impactful team of six full-time professionals and one part-time professional in a fast-growing, community-focused city. This is a unique opportunity to shape the future of the City's financial operations, modernize internal processes and help guide an organization that embraces innovation, collaboration and positive change.

The City of Cudahy has grown significantly in recent years, from just over a dozen employees to more than 40. With this growth, there is a need for a finance leader who can build structure, train and develop staff and ensure we are maximizing the capabilities of our upgraded systems. This role is perfect for someone who is ready to roll up their sleeves, provide hands-on leadership and champion best practices that will support the City's continued success.

Reporting to the City Manager, you will:

- Lead a small but dynamic Finance Department, focusing on growing staff expertise and encouraging innovation
- Oversee core financial functions, including budget planning and forecasting, financial reporting and analysis, revenue management, accounting, treasury operations and financial system improvements
- Ensure the City of Cudahy is continually leveraging modern financial software and optimizing its capabilities
- Play a key role in long-term budget strategy, revenue diversification and financial planning
- Collaborate across departments in a highly interactive, team-oriented environment that prioritizes shared success
- Support various upcoming projects, such as enhancing business license processes, parcel tax initiatives and more

This is a practical leadership role for someone ready to dive into day-to-day work as they pave the way forward.

Our Ideal Candidate

You're a solutions-driven leader who balances strategy with action. You know when to step in versus when to empower your team and you know how to build trust across a growing organization.

You're our ideal match if you're:

- Experienced in municipal finance with strong budgeting and accounting skills
- Comfortable delegating and committed to helping your team grow
- A natural collaborator who works well with others
- Patient, approachable and willing to train and mentor staff
- Curious, adaptable and excited to innovate and optimize processes

The ideal candidate will bring solid financial expertise, proven leadership skills and genuine drive to foster growth over time.

Qualifications

Education & Experience

- Bachelor's degree in accounting, finance or business administration
- Experience at the Director level is highly desirable
- Experience in accounting and technical financial skills
- Experience in tax initiatives, funding stream diversification and budget maximization
- A CPA license and/or Master's degree in a related field is a plus
- ACFR, PAFR or Distinguished Budget experience desired

Key Competencies

Financial Strategy & Oversight

Proven ability to develop and manage municipal budgets, oversee multi-year financial planning and provide strategic guidance on revenue diversification, funding opportunities and resource maximization.

Technical Financial Expertise

Strong foundation in accounting, budgeting and municipal finance operations, with a working knowledge of modern financial systems like Tyler. Proven ability to utilize financial software to enhance efficiency, improve reporting accuracy and optimize team performance.

Process Improvement & Project Leadership

Demonstrated success in streamlining workflows, implementing updated financial practices and leading process improvements that support organizational growth and accountability.

Team Development & Collaborative Leadership

A leader who empowers and develops staff through training, delegation and mentorship. Skilled at fostering a collaborative and supportive work environment.

Fun Fact *Cudahy was originally a part of Rancho San Antonio, an area of land the King of Spain granted to Antonio María Lugo in 1810.*

Compensation and Benefits

***The annual salary range is $153,804-$186,948** depending on experience and qualifications.*

At the City of Cudahy, we believe in maintaining a safe and positive work environment for all of our employees. We strive to provide benefits that support a great quality of life and work-life balance.

- **4/10 Work Week:** Employees work four days per week, ten hours per day, instead of the traditional five 8-hour days, with the City closed each Friday.
- **Executive Leave Policy:** Executive leave is provided to eligible management employees in recognition of their responsibilities, offering additional paid time off beyond standard vacation accruals.
- **Sick Leave:** Employees accrue paid sick leave to support their health and well-being during illness, injury or medical appointments. Employees are granted sick leave with pay at the rate based on the hours the employee is scheduled to work during a workday.
- **Holidays:** 12 days annually, 1 floating holiday.
- **Medical Coverage:** The City provides employer-paid comprehensive medical coverage through Kaiser Permanente and Blue Shield for employees and their eligible family members.
- **Retirement Plan:** The City offers three retirement benefit tiers through CalPERS. Tier 1 is for "classic members" under the 2.7% at 55 formula (effective July 1, 2008). These employees contribute 3% upon MOU adoption, increasing to 6% as of July 1, 2016, and 8% as of July 1, 2017. Tier 2, also for "classic members," provides a 2% at 60 formula (effective October 16, 2011), with employees paying the full 7% employee contribution. Tier 3 applies to "new members" under PEPRA and offers a 2% at 62 formula (effective January 1, 2013), with employees responsible for 50% of the total normal cost as determined by CalPERS.

Ready to join our team?

We want to hear from you! Send your resume and cover letter to Christine Martin at Talent@TripepiSmith.com by **Wednesday, January 7.**

Following the submission deadline, candidates may be screened for qualifications. Feel free to contact Christine Martin at 949-993-6531 should you have any questions.

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