




ALLIANCE
RESOURCE CONSULTING LLC

Chief Financial Officer
Broward County, FL

The Community

Bordering Southeast Florida's Atlantic coastline, Broward County is the seventeenth most populous county in the nation and the second largest in the state of Florida. Home to over 1.9 million people, Broward County is located between Palm Beach and Miami-Dade counties, forming the center of South Florida's largest metropolitan area in which 6.1 million people reside. Within the County's approximate 1,200 square miles are 31 municipalities, the largest of which is the county seat, Fort Lauderdale. About two-thirds of Broward County is part of the undeveloped Everglades conservation area. Broward County boasts 23 miles of pristine Atlantic coastline, and its beaches attract both the local population as well as tourists from around the world. With an average year-round temperature of 76 degrees, Broward County has a tropical climate and is a choice destination for over nineteen million visitors every year.

Broward County's warm climate, demographic diversity, robust and expanding economy, top-rated schools, colleges and universities, cutting-edge healthcare, and an advanced transportation system afford its residents an exceptional quality of life. Broward offers world-class dining, high-quality theater, cosmopolitan nightlife, and premium shopping venues, as well as an abundance of recreational activities such as golf, pickleball, soccer, deep-sea fishing, boating and vast opportunities for fun on the beach.

The Fort Lauderdale-Hollywood International Airport is in Broward County and is less than two miles from Port Everglades where many major cruise lines homeport. Among Broward County's abundant retail shopping options is Sawgrass Mills, the largest one-story value retail shopping mall in the United States. For the sports enthusiast, Broward County is home to the National Hockey League's 2024 Stanley Cup Champions the Florida Panthers, while the National Basketball Association's Miami Heat, the Major League Baseball's Miami Marlins, and the National Football League's Miami Dolphins are just a short drive or quick train ride away.

The County Government

The Broward County government was established under Charter in 1975 as a home-rule government. The County has a Council/Manager form of government. The Broward County Board of County Commissioners is composed of nine members, elected every two years for four-year staggered terms. Commissioners are voted to the position by their district constituents through partisan elections. The Mayor and Vice-Mayor are Commission members annually elected by the Commission for one-year terms. The Commission appoints the County Administrator, the County Attorney, and the County Auditor.

The County Administrator serves as the Chief Executive Officer and manages the County's seven major operating departments: Transportation, Aviation, Resilient Environment, Finance and Administrative Services, Human Services, Port Everglades, and Public Works; nine offices and three divisions, which all together comprise over 70 lines of business. The County has nearly 7,000 employees and eight organized bargaining units. The County budget for FY25 is \$7.78 billion of which \$5.02 billion is Operating, \$1.99 billion is Capital and \$0.78 billion is Debt Service. The budget reflects strategic investments in transit, the seaport and airport, and many other critical services to residents.



The Department

The **Broward County Finance and Administrative Services Department** serves as the internal support system for the County's service delivery network. This department is responsible for overseeing the county's financial management and ensuring the prudent use of public funds. It plays a crucial role in managing the county's accounting, treasury, and revenue collection activities. It administers financial policies, develops comprehensive budgets for its divisions, and provides strategic financial guidance to support various county departments. The Finance Department also oversees payroll, vendor payments, and the investment of public funds, aiming to maintain transparency, fiscal responsibility, and compliance with all local, state, and federal regulations.

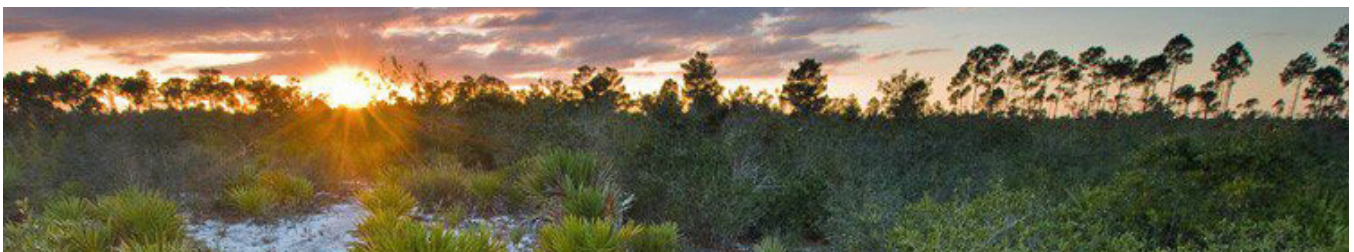
Additionally, the department provides financial reports and analysis to ensure the county's financial health and long-term sustainability. It supports public initiatives by maintaining strong financial controls and offering financial insights for large projects, such as infrastructure development and public services. By managing bonds and debt obligations, the Broward County Finance Department ensures adequate funding for essential services and future developments.

With an annual operating budget in FY25 of \$403.9 million and 587 staff, FASD is organized into six Divisions (Accounting, Enterprise Technology Services, Human Resources, Purchasing, Records, Taxes and Treasury, and Risk Management) and has functional responsibility for:

- ▶ Accounting and financial reporting
- ▶ Banking and investments of County funds
- ▶ Bond financing
- ▶ Debt management
- ▶ Employee benefits management
- ▶ Human Resources & Professional Standards
- ▶ Information systems
- ▶ Labor Relations
- ▶ Official recording and archiving
- ▶ Payroll
- ▶ Purchasing
- ▶ Safety and risk management
- ▶ Worker's Compensation

The Opportunity

Broward County is seeking to fill the position of Chief Financial Officer (CFO). This position requires the planning, direction and coordination of all of Broward County's financial activities at the highest level of management, formulates long-range financial goals for the organization, develops policy and position papers, and serves as lead negotiator representing County Administration. As the Finance and Administrative Services Department Director, this position oversees all Divisions within the Department, is an integral part of the County's executive management team, and has substantial interface with all departments of Broward County by providing assistance on highly complex financial and other related matters. The CFO is responsible for assisting with formulating policy alternatives, developing goals and objectives, managing staff, administering the annual budget of the department, and directing financial operations of the County.



Duties and Responsibilities

- ▶ Directing the operations of the County's Finance and Administrative Services Department.
- ▶ Work closely with, and provide operational assistance to the Value Adjustment Board (VAB) and Documents Manager to coordinate activities of the VAB.
- ▶ Oversee preparation of proposed and final budgets for the Department for presentation to the Office of Management and Budget, the County Administrator, and the County Commission.
- ▶ Directs or coordinates the financial or budget activities to fund operations, maximize investments, or increase efficiency.
- ▶ Appoints division directors within the department and assigns or delegates responsibilities to them.
- ▶ Analyzes operations to evaluate performance in meeting objectives or to determine areas of potential cost reduction, program improvement, or policy change.
- ▶ Directs, plans, or implements policies, objectives, or activities of organizations or businesses to ensure continuing operations, to maximize returns on investments, or to increase productivity.
- ▶ Oversee high dollar value/high risk negotiations.
- ▶ Participate in debt financing, bond issuance, and debt management activities; address preliminary bond surveillance issues and work with underwriters and financial advisors.
- ▶ Manage large scale contracts related to public and private partnerships.
- ▶ Perform complex financial analyses including to probe, question, and investigate the critical aspects of operating a large and complex organization.
- ▶ Coordinate the activities of the Department and its six divisions with those of other County departments and, when necessary, with associated organizations in public and private jurisdictions.
- ▶ Review existing organizational patterns, work relationships, and office space, equipment, and staff utilization; promote effective operations through standardization, improvement, simplification, and installation of new operating systems.
- ▶ Interprets and enforces the current Florida Building Code and National Fire Protection Association Standards and verifies that subordinate employees are enforcing them correctly.

In summary, the CFO will be financially astute, able to manage a large and diverse workforce, have exceptional interpersonal skills, and have a focus on delivering effective and efficient operations in a complex financial environment.



Competencies

Business Insight: Applies knowledge of business and the marketplace to advance the organization's goals. Maintains ample, up-to-date business and industry knowledge in order to make sound decisions for the organization. Understands the policies and other external factors affecting the organization.

Financial Acumen: Interprets and applies key financial indicators to make better business decisions. Takes anticipated returns and risks into account when determining investment decisions. Ensures that organizational performance is being measured by sound data, analyses, and insights and stays apprised of economic trends and conditions that may impact the County.

Tech Savvy: Anticipates and adopts innovations in business-building digital and technology applications. Supports the use of the latest technologies to improve organizational results, making resources available. Stays apprised of technology trends and of how they can make a substantial difference.

Manages Complexity: Makes sense of complex, high quantity, and sometimes contradictory information to effectively solve problems. Considers future challenges for the organization and identifies alternative responses. Assembles many pieces of information into a cohesive and sophisticated understanding of complex issues.

Balances Stakeholders: Anticipates and balances the needs of multiple stakeholders. Shares stakeholder feedback while inspiring others to consistently seek input and learn from their internal and external stakeholders. Promotes an environment of high ethical standards and cross-cultural sensitivity in working with all stakeholders.

Strategic Mindset: Seeing ahead to future possibilities and translating them into breakthrough strategies. Clearly leverages the organization's key differentiators, incorporating them into a solid long-term strategy. Is highly alert to the future, analyzing multiple scenarios to equip the organization to address change, tackle challenges, and shape new possibilities.

Ensures Accountability: Holds self and others accountable to meet commitments. Emphasizes accountability, measures organizational performance against goals, addresses poor team performance, does not accept blaming others or excuses.

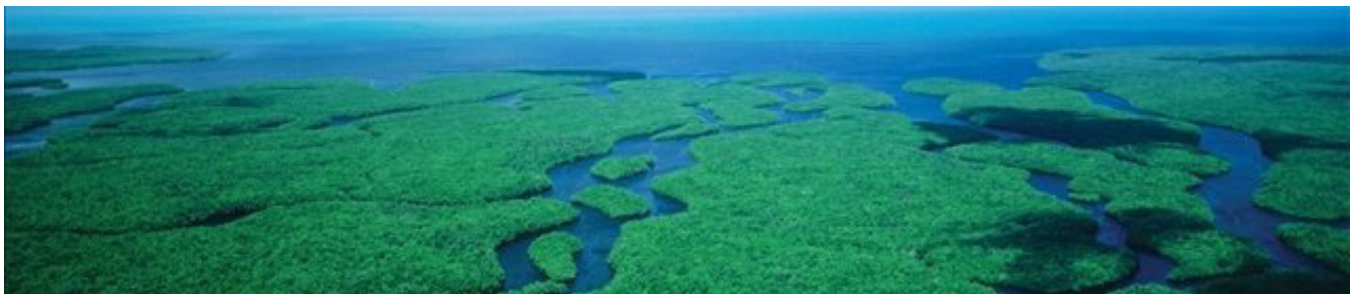
Manages Conflict: Handles conflict situations effectively and fairly resolves issues between departments and functions. Treats conflict as a chance to have an open discussion and identify better solutions and finds common ground and builds consensus among multiple stakeholders.

Communicates Effectively: Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences. Ensures a free flow of information throughout the organization. Delivers messages effectively to all levels of the organization; creates forums for people to express themselves openly and regularly.

Organizational Savvy: Maneuvers comfortably through complex policy, process, and people-related organizational dynamics. Has a clear grasp of the organizational culture and political dynamics; helps people make connections and thrive; incorporates collaboration as a key element for problem solving. Secures the vigorous commitment and enthusiasm of champions and advocates.

Drives Vision and Purpose: Paints a compelling picture of the vision and strategy that motivates others to action. Is a strong champion for the organization's vision, energizing people to commit to this long-term direction. Regularly and enthusiastically describes how people's efforts make a difference.

Courage: Steps up to address difficult issues, saying what needs to be said. Confronts tough organizational issues promptly, works to resolve them with urgency. Is a role model of courage, coaches others on how to stand up for what they believe in when facing adversity or opposition.



The Ideal Candidate

The ideal candidate should possess a solid foundation in public sector finance and a comprehensive understanding of local government operations. This individual must exhibit strong analytical skills to assess financial data, trends, and risks, enabling them to provide actionable insights to county leadership. A key attribute is an ability to effectively communicate complex financial information to a variety of stakeholders, including county officials, the public, and potential investors. Solid experience in budget management, financial forecasting, and long-term strategic planning is essential, as is familiarity with regulatory compliance and public funding mechanisms unique to Florida.

Equally important is the CFO's commitment to transparency, accountability, and ethical governance. The ideal candidate will demonstrate exceptional leadership skills, fostering a culture of collaboration and continuous improvement within the finance department. A proactive approach to optimizing resources and pursuing innovative financial solutions, including grants and partnerships, will be essential in addressing the diverse needs of Broward County's residents and visitors. Additionally, experience in leveraging technology for financial management and reporting can lead to operational efficiencies and enhance decision-making processes, ultimately contributing to the county's fiscal health and sustainability.

As is expected of all Broward County leaders, the ideal candidate will thrive in an environment where rolling up one's sleeves is commonplace. The individual will maintain professional composure while juggling multiple complex projects in a highly challenging environment. The ideal candidate will have the confidence to stretch themselves and others in order to be innovative and take reasonable and appropriate risks.

Along with the previously discussed characteristics and experience, the ideal candidate will possess the following attributes and have a record of success in the following areas:

- ▶ Demonstrated history of relational and collaborative approaches that create and preserve long-term relationships;
- ▶ A facilitator of innovation and an implementer of new ideas and strategies;
- ▶ The ability to understand and apply broad concepts as well as the critical operational details that impact organizational effectiveness;
- ▶ A leadership style that strengthens and enhances relationships within all levels of the organization;
- ▶ Critical review and analysis skills in order to monitor the financial practices of the County, and be comfortable with making recommendations on ways to improve the financial systems and processes of the County;
- ▶ The courage and ability to voice opinions candidly on all issues and to engage in a collaborative, team-spirited work environment;
- ▶ Inspire staff through creativeness and entrepreneurial efforts; and
- ▶ The confidence to receive and seek out feedback and input from others.

Education, Experience and Certifications

A bachelor's degree from an accredited college or university, with major course work in business administration, finance, or a closely related field is required.

Ten (10) years of progressively responsible experience in public finance administration and general public administration including six (6) years in an executive or highly responsible administrative capacity.

The ideal candidate will have a master's degree, hold a CPA Certification, and have some private finance experience in addition to the required public finance experience.

The successful candidate will have a deep level of experience and understanding of both private and public sector financing. Data development that is meaningful to rating agencies is an important experience component along with expertise in risk management, debt structure, procurement, enterprise technology (IT), and tax collection. Applicants should have both knowledge and experience with ERP conversions. There should be a record of highly successful communication skills both within and outside the department and with elected officials and the public at large.

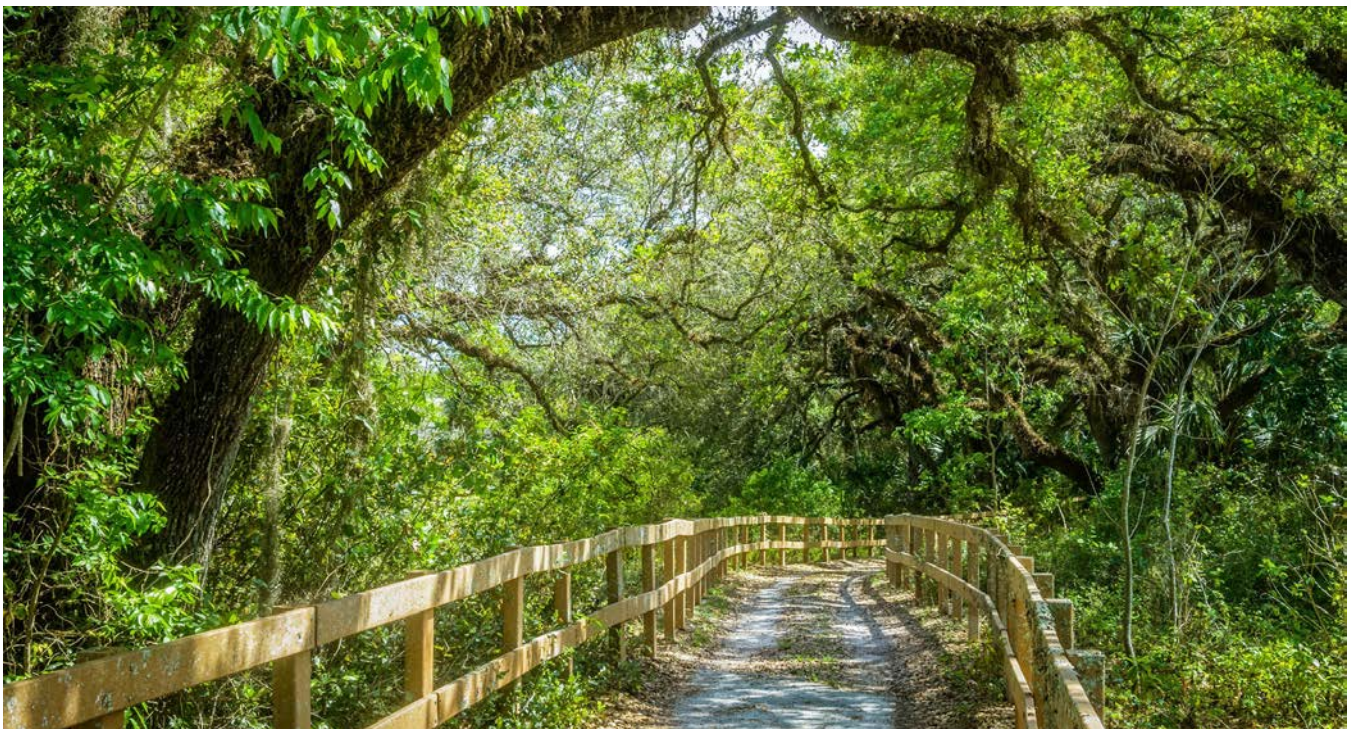
Compensation and Benefits

The annual salary range for this position is \$208,029 to \$332,014. The starting salary will be based upon the knowledge and experience of the individual selected. The State of Florida does not have a state income tax.

The County's benefits include:

- ▶ **Florida Retirement System (FRS)** – Employees have the choice of two retirement plans: the traditional pension plan with eight years of vesting or the investment plan with one year of vesting. This position is eligible for Senior FRS status.
- ▶ **Deferred Compensation** – The County offers a voluntary 457 plan offered through three providers: Mission Square, Brighthouse Financial, and Nationwide Retirement Solutions.
- ▶ **Flexible Spending Accounts** – Eligible health expenses and dependent care accounts.
- ▶ **Health Savings Accounts** – When you elect either of the High Deductible Health Plans (HDHP) and you and your enrolled spouse/domestic partner (if applicable) complete the County's 2024 Engagement Incentive, Broward County will contribute to your Health Savings Account.
- ▶ **Vacation and Sick Leave** – Leave is accrued biweekly for vacation and sick time; annualized at three weeks of vacation and 12 days of sick time; additionally, 40 hours of job basis leave is granted annually for employees exempt from overtime provisions of the Fair Labor Standards Act.
- ▶ **Holidays** – Eleven (11) holidays and two (2) personal days.
- ▶ **Insurance Coverage** – The County offers a variety of benefit plans that employees can purchase including Health, Dental, Vision, Flexible Spending Accounts, Long Term Disability, and Pre-paid Legal. The County subsidizes enrollment in Health and provides a waiver credit if applicable.
- ▶ **Life Insurance** – The County offers \$50,000 of group term life insurance. Employees can purchase additional life insurance for themselves and their dependents and spouse/domestic partner.
- ▶ **Executive-level Benefits** – Auto Allowance, deferred compensation match up to 4% of employee's contribution, and a one-time relocation package and moving expense reimbursement (if applicable).
- ▶ **Additional Benefits** – Access to Credit Union, Employee Development and Personal Income Protection Plans are available.

For additional information on benefits, please visit: www.broward.org/benefits.





How to Apply

Please apply immediately at www.allianceRC.com. For questions and inquiries, please contact:

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ALL RESUMES ARE SUBJECT TO DISCLOSURE IN ACCORDANCE WITH THE FLORIDA SUNSHINE LAW.