



FINANCE DIRECTOR

City of **Goodyear, AZ**

Recruitment Services Provided By





The Opportunity

The City of Goodyear, Arizona is seeking a dynamic and forward-thinking Finance Director to help shape the financial future of one of the fastest growing and most innovative communities in the Southwest. This is a rare opportunity to join a high-performing executive team in a city that blends strategic growth with fiscal responsibility, where your leadership will directly influence major initiatives, infrastructure investments, and long-term sustainability. The ideal candidate will bring not only technical expertise, but also a visionary mindset—someone who can modernize financial operations, guide complex decision-making, and serve as a trusted advisor to elected officials and city leadership. In Goodyear, you won't just manage finances—you'll play a pivotal role in building a thriving, resilient community.

About Goodyear

Located less than 20 minutes from downtown Phoenix, Goodyear has over 300+ days of sunshine and a diverse blend of amenities with abundant cultural, educational, and entertainment resources. Today Goodyear is a Valley leader in providing great opportunities for families and businesses to achieve their full potential. The city's population in 2000 was just over 18,000 and today the population is over 122,000.

The highly educated and skilled workforce, affordable housing, low costs of doing business and a lot of southwest charm, create the right economic conditions for businesses to thrive; all within close proximity to Interstate 10, the Loop 101 and 303 freeways and excellent transportation access to airports and rail services. Goodyear is one of the fastest growing cities in the nation with best-in-class companies such as Sub-Zero, Cancer Treatment Centers of America, REI, AerSale, Dick's Sporting Goods, UPS, and more.

Goodyear is surrounded by desert vistas, golf courses, lakes, parks, palm-lined streets, and scenic mountain views of Sierra Estrella and the White Tank Mountains. Goodyear is also the Spring Training and player development home of Major League Baseball's Cleveland Guardians and Cincinnati Reds. Some of the national recognition Goodyear has received includes:

- Goodyear was ranked by 24/7 Wall St. As one of America's Top 10 Best Cities to Live.
- A NerdWallet study ranked Goodyear as one of the best cities in the nation for veterans. The study based its selection criteria on the level of economic opportunity for veterans.
- Movoto recently ranked Goodyear in its top 10 for "Best Places Near Phoenix for Young Professionals" and "Best Phoenix Suburbs for Young Couples."
- In the most recent City Satisfaction Survey, 93% of residents surveyed rated Goodyear as an excellent-good place to live, and 4 in 5 residents would recommend and remain in Goodyear.
- It is a city with a tremendous community spirit, as exemplified by winning two prestigious national awards – the All-America City Award and the City Livability Award.





City Government

Goodyear has a Council-Manager form of government. The city's charter government provides for six councilmembers and a mayor, selected at-large on a non-partisan ballot. Councilmembers serve four-year staggered terms and the Mayor, a four-year term. The Vice Mayor is selected annually by the full City Council. The City Council appoints the City Manager, City Attorney, and the Magistrate while all other employees of the City are appointed by the City Manager, who serves as the chief executive officer of the City of Goodyear.

The fiscal year 2026 budget allocates funds to the City's highest priority – the well-being and safety of residents, visitors, and businesses. The City has established strong financial reserves over many years and continues to enjoy a strong financial foundation. The City's FY 2026 General Fund budget is \$458.9 million, and all-funds budget is \$1.24 billion. The City of Goodyear's General Fund budget supports a total of 1,067 FTE positions in FY 2026 in a total of 16 City departments.

The Finance Department

The Finance Department provides timely and accurate financial services for City departments, citizens, and area businesses. The department is responsible for all aspects of financial services for the City including the budget process, procurement, utility billing and collections, long-term financial planning and forecasting, investments, customer service, debt management, accounting, accounts payable, accounts receivable, cash handling, annual audit process, business registration, and maintaining financial records. The Finance Department is made up of the following divisions that are each led by a manager:

- Administration
- Budget and Research
- Financial Services
- Payroll and Accounts Payable/Mailroom
- Revenue and Utilities
- Procurement

The Finance Department provides its service through 37 employees and a FY 2026 department budget of \$6.2 million. Reporting to the Director of Finance are two Deputy Directors of Finance and an Administrative Services Manager.

\$ 6.2M Operating Budget **37 FTE** Employees





The Position

Reporting to a Deputy City Manager, the Finance Director plans, directs, coordinates, and supervises the activities of the Finance Department functions including, Accounting, Budget, Procurement, Utilities, and Community Facilities District (CFD) Administration. The Director forms and executes broad policy, provides immediate technical supervision, and participates in departmental activities. In addition, the Finance Director serves as Treasurer of the City and the CFD's. Other key responsibilities include:

- Planning, directing, coordinating, and supervising the activities of the Finance Department by developing and implementing City guidelines, maintaining the City's financial records, preparing reports and revenue forecasts, conducting cost studies, developing policies, preparing financial plans, processing accounts, and maintaining an interface with department systems. The Finance Director additionally oversees the functions of all divisions of the Finance Department.
- Overseeing budget preparation and facilitating the Executive Budget Committee and the Audit Committee by planning budget guidelines and instructions, reviewing departmental budget requests and recommendations, preparing budget proposals, monitoring departmental budget execution, recommending budget adjustments, and linking City and Department strategic plans to the budget.

- Analyzing and monitoring the City's financial condition, making recommendations for improvement to the City Manager, and City Council if necessary.
- Developing and maintaining effective communication and working relationships between the Finance Department and all City departments. Coordinating activities with the Deputy City Managers and other department directors on matters affecting their areas of responsibilities.
- Providing an environment that motivates, coaches, and mentors employees to perform at their best and developing talent for future needs of the organization.

Challenges & Opportunities

The next Director of Finance for the City of Goodyear will have the opportunity to address some exciting professional challenges which will leave a lasting impact on the entire City organization:

- While there are currently no significant gaps in knowledge in the Finance Department staff, the next Director will have the opportunity to mentor staff and focus on their professional development. A leader who can build strong teams, celebrate staff successes, and bring a “people focus” to the position will be appreciated.
- Given the rapid growth and development in Goodyear, the successful candidate will have the opportunity to work directly with developers on matters that involve or impact the Finance Department.
- Experience with fee studies, healthcare trusts, financial metrics, community facility districts, impact fees, etc. will be valued by the City and will provide the successful candidate with opportunities for growth.
- The next Director will be challenged to bring solid financial forecasting and long-term financial analysis as the City looks to remain fiscally responsible while still investing in growth and infrastructure.
- The successful candidate will have the opportunity to enhance the already strong Finance Department culture, along with ensuring there are no silos in the department and make certain the department is well aligned with the remainder of the city organization.





Ideal Candidate

The City of Goodyear seeks a dynamic and proactive public finance professional with astute attention to detail to lead the City's Finance Department. The Finance Director is an integral part of the City Manager's executive team. The ideal candidate will be a skilled communicator who is as comfortable leading their staff as they are communicating clearly and effectively with City Council to address their requests. Impeccable customer service is the cornerstone of city operations, so the next Finance Director will bring a very strong service orientation to the position. Some of the other key attributes required to be successful as the next Finance Director in Goodyear include:

- Proven experience in governmental finance, municipal bonds, debt management, investing, accounting, and related activities.
- Experience with the Tyler Munis platform and other associated budgeting software programs.
- Strong leadership and communication skills are essential for success in this role.
- The ability to effectively synthesize and communicate complicated financial concepts and terminology in public meetings and other venues is desired.
- A collaborative, service-oriented approach with a high standard of integrity and professionalism. The city seeks a finance director who can connect with people, whether they are peer department directors, finance department staff, or other stakeholders. A responsive nature and strong aptitude of building relationships is essential for success in this role.
- Demonstrated experience in financial forecasting and the ability to navigate budget challenges while still getting projects advanced will be highly valued by the city.
- Exceptional analytical and problem-solving abilities.

Qualifications

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Equivalent to a Bachelor's degree from an accredited college or university with major coursework in business administration, management information systems, accounting or finance, or a related field. A Master's degree is desirable, as is a Certified Public Accountant (CPA) certificate.

Experience: Five years of increasingly responsible experience working in finance management, including two years of administrative and supervisory responsibility, is desirable. Preference will be given to candidates who have previous municipal finance experience in Arizona.





Salary & Benefits

The salary range for the Finance Director is **\$145,163 - \$215,496**. Placement in the range will be dependent on qualifications. In addition, an excellent executive benefit package is outlined below. Key benefits include:

Retirement: Arizona State Retirement System (ASRS) Defined Benefit plan with mandatory City and employee contributions currently at 12%. The plan includes a Long-Term Disability benefit.

Deferred Compensation: A 457 deferred compensation plan in which the employee contributes a minimum of 1% with a 2% City match is provided.

Retiree Health Savings Account: The City contributes \$22.50 per pay period (employee contributes \$12.50 per pay period).

Medical, Dental and Vision Insurance:

- Health: Three health plans are available to select from at a group rate.
- Dental: Two dental plans are available to choose from at a group rate.
- Vision: Available at a group rate.

Holidays: 12 paid holidays per year are provided, including one floating holiday.

Sick Leave: 12 annual sick days.

Vacation: 14 days per year, increasing with longevity. The City of Goodyear offers an enhanced vacation benefit of recognizing total years of service under all Arizona public retirement systems for accruing vacation leave.

Life Insurance: City-paid insurance valued at twice the annual salary (\$400,000 maximum) is provided. Additional life insurance for the employee and/or dependent is available at the employee's cost.

Longevity Pay: Provided at the beginning of year six as a Goodyear employee.

Tuition Reimbursement: \$5,250 per calendar year.

Employee Assistance Program: City paid.

Wellness: An onsite wellness center/clinic is available, as is access to the Goodyear Recreation Center.

Relocation Assistance: May be available for the selected candidate with City Manager approval.

Application & Selection Process

Interested candidates should **apply immediately**. **The City may close the recruitment at any time once a suitably strong group of candidates has been established**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

This recruitment will be handled with strict confidentiality until finalists have been identified. References will not be contacted until mutual interest has been established.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 217-3696.

The City of Goodyear is an Equal Opportunity Employer.

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