DOÑA ANA COUNTY, NM IS SEEKING AN EXPERIENCED FINANCE PROFESSIONAL AS ITS NEXT...

FINANCE DIRECTOR / CFO

Doña Ana County is one of 33 counties in the State of New Mexico. Created in 1852, it is the second-most populated county in the State. The County seat, Las Cruces, has been ranked as one of the fastest-growing communities in the United States in the past decade. The County employs more than 900 employees.

THE COMMUNITY

Located in southern New Mexico in the Mesilla Valley with the Rio Grande River flowing through it from north to south and the Organ Mountains along its eastern edge, Doña Ana County has an estimated population of 213,000, dispersed over 3,800 square miles and lies just northwest of El Paso. The region has more than one million residents making it the 58th largest metro area in the U.S. The County seat is Las Cruces - the second-largest City in the State with a population of over 102,000.

Doña Ana County and Las Cruces provide an area rich in culture and history, a temperate climate, abundant outdoor activities and people that are as warm and friendly as the climate. Las Cruces (stands for "City of the Crosses") was incorporated in 1907, but was critical to the region long before that time. Following the end of the Mexican-American War in 1848 and the arrival of the first rail service in 1881, the County began to develop as the vibrant economic center of the region.

New Mexico State University was started in 1888 as Las Cruces College. Following its designation as the State’s Land Grant Agricultural College the next year and several names changes, it became New Mexico State University in 1959.

White Sands Missile Range was established as White Sands Proving Ground near the end of World War II. White Sands has been the site of many developments for the U.S. military and spaceflight technology, including the Trinity Site, which was the site of the first atomic bomb test.

New Mexico State University and White Sands Missile Range continue as two economic drivers in the County, but there are a number of exciting new initiatives throughout the region, including Spaceport

Mission Statement

Doña Ana County government enhances the health, safety, and quality of life for all residents as determined by law and community interests. Services are provided through innovative leadership and teamwork in a fair, respectful and professional manner.
Doña Ana’s Seven Guiding Principles

Functions of Government: Elected officials, managers, employees, and volunteers work together and with other entities in a spirit of mutual respect and public service to carry out the functions of county government in a manner that is courteous, efficient, transparent, accountable, engaged, and responsive to public input.

Area Development: Throughout Doña Ana County — from the smallest colonia to the City of Las Cruces — development will be proactively managed so that land use, transportation, utilities, affordable housing, and public facilities are fully integrated, mutually supportive, and respectful of the unique qualities of each community.

Health Care and Medical Services: All people living in Doña Ana County will have access to affordable health care and medical care services that focus on emergencies, preventive strategies, and eliminating injury and disease that lead to premature death and disability.

Economic Development: Economic development will be supported in all areas of the county and for all segments of the population so that communities throughout the county are viable, a diversified growth strategy is maintained, and every resident can find work that supports a good standard of living.

Public Safety: Doña Ana County will be known as a safe place for residents, workers and visitors based on the effective reduction of serious crimes, risk of fire, and harm from environmental hazards — both natural and manmade.

Infrastructure: Roads, utilities, flood control structures, public facilities, and other infrastructure systems will be planned, built, and maintained to address critical needs, and maximize economic viability for government entities, taxpayers, and businesses.

Community-oriented Values: Life in Doña Ana County will be enhanced by broad-based support for community-oriented values, such as: the arts and life-long learning, a wide range of recreational opportunities, humane treatment of animals, compassionate care for those in need, conservation of the area’s natural environment, respect for diversity and protection of human rights, and celebration of our multi-cultural heritage.

THE COMMUNITY (CONTINUED)

America with corporate offices in Las Cruces, which has seen the completion of several manned, suborbital flights; the relocation of Union Pacific Intermodal Facility from El Paso, Texas to the southern part of Doña Ana County; and the designation of the County as a Free Trade Zone, which opens local markets to shoppers from Mexico.

To celebrate its history and diverse culture, the County offers many special events throughout the year, including The Southern New Mexico Wine Festival, The Southern New Mexico State Fair, the Country Music Festival, The Hatch Chili Festival and the Renaissance ArtsFaire, just to name a few.

For outdoor activities, the Organ Mountains Desert Peaks National Monument is a superior hiking area where enthusiasts can explore desert nature trails, canyon walls, and mountains that provide incredible views of the surrounding valleys. If your outdoor activities include golfing, Doña Ana County offers seven golf courses that can be used the majority of the year due to the temperate climate.

The diverse local culture is celebrated every Saturday morning at an award winning Farmers & Crafts Market located in downtown Las Cruces. Shoppers can purchase everything from art to fresh vegetables at the outdoor market. Mesilla offers shoppers many varieties of New Mexico goods, including jewelry, artwork, foods, and wine in a small town environment just south of Las Cruces. The temperate climate lends itself to creating great wine as evidenced by the 10 wineries located in Doña Ana County.

Las Cruces Public Schools, as well as a dozen Private and Chartered schools, offer pre-K-12 public and private education. New Mexico State University (NMSU) has its main campus in Las Cruces, with an annual enrollment of 16,000 students. Doña Ana Community College, also located in Las Cruces, is a branch of NMSU, and has an annual enrollment of 8,500 students.

Las Cruces is the southern terminus for Interstate 25 (north to Albuquerque) where it intersects with Interstate Highway 10 (southeast to El Paso and west to Tucson). Commercial air service is provided by the El Paso International Airport. The community is a blend of unique attractions, culture, historical sites and superb year-round weather with 320 days of sunshine per year!
IDEAL CANDIDATE FOR FINANCE DIRECTOR / CFO

Doña Ana County offers an opportunity for a proven, highly skilled chief financial officer / finance director to serve as the County’s key advisor on all finance matters. This individual will be a member of the County Manager’s executive management team and should possess the following education, experience, skills, and attributes:

- Forward thinking financial strategist that will promote process improvement, financial forecasting and financial reporting;
- Bachelor’s degree in finance, accounting, public administration, or related field;
- Minimum of five years of experience in public sector finance, or related field;
- CPA and/or an advanced degree is desired;
- Experience working with elected officials and the ability to articulate financial best practice recommendations is important;
- Working knowledge of debt management, issuance, and capital financing strategies;
- Ability to creatively assess how strategic investment can positively impact the County;
- Excellent listening and communication skills;
- Ability to motivate and empower employees;
- Skills in persuasion and an ability to "paint the big picture";
- Team player with ability to work creatively and collaboratively to address financial constraints;
- Strong working knowledge of GASB recommended generally accepted accounting principles (GAAP), procurement, and organizational budgeting best practices;
- Ability to project confidence in recommendations based on experience and a track record of integrity, transparency, and high ethical standards;
- Ability to remain unbiased and apolitical;
- Motivated to provide excellent customer service — both externally to the public and internally to departments;
- Appreciative of and sensitive to a diverse culture in the community and within the Finance Department.

THE ORGANIZATION

The County is governed by the five-member Board of Commissioners. The County Manager is responsible for overseeing day to day operations with including implementation of policy and budgetary matters as well as personnel oversight.

The Finance Director reports to the County Manager and is responsible for the County’s financial strategy and implementation. The Finance Department consists of 25 employees responsible for General Ledger, Payroll, Accounts Payable, Accounts Receivable, Budget, and Grants Compliance. The General Ledger function includes oversight of all financial procedures for the County. The Payroll function includes payroll processing for County personnel and preparation of financial reports. The Accounts Payable Office processes checks to County vendors, and reconciles invoices to purchase orders. The Accounts Receivable Office is responsible for all County billings and receives payments, except for tax collection, which is handled by the County Treasurer’s Office. The Budget Office is responsible for preparing the County’s Annual Combined Funds Budget (currently $150M), authorizing purchases based on budget approvals and availability of funds. The budget year begins on July 1 and ends June 30 of each year. The Grants Administration Office (GAO) has as its purpose the reviewing, accounting for and reporting on all funding agreements proposed or active. Additionally, the GAO aggressively seeks alternative funding through grants and other agreements to support county initiatives. The personnel staffing these positions work with the 16 other county departments to move these initiatives forward. The GAO provides grant research, grant application assistance, assistance with internal processes, programmatic compliance and monitoring of funding agreements. The office is also called upon to work with constituent nonprofit agencies and other governments in the search for grant funding.

The Finance Department is widely recognized for its strong fiscal condition with relatively little debt and five straight years with no audit findings.


HIGH-PRIORITY ISSUES

- Maintain the County’s strong financial reputation as evidenced by five years with no audit findings (only County in New Mexico to achieve this accomplishment.)
- Continue to develop a talented and resourceful support staff.
- Enhance and improve the annual budget process.
- Continue efforts to improve the County’s internal financial policies, measurement systems, and interdepartmental collaboration and communication as it relates to financial services.
COMPENSATION AND BENEFITS

The salary range will extend to over $100,000 DOQ/E, with outstanding benefits and a low cost of living. A partial list of benefits includes:

- Up to 13 paid holidays;
- Vacation and sick leave;
- Educational assistance;
- Medical, dental, and vision insurance;
- Life insurance;
- Short and Long-term disability coverage;
- Retirement Program: County contributes 19.41% and employee contributes 4.79% into the Public Employees Retirement Association of New Mexico (PERA);
- Voluntary deferred compensation plan (supplement to PERA)


APPLICATION & SELECTION PROCESS

Qualified candidates should submit their cover letter and resume online by visiting our website at https://waters-company.recruitmenthome.com/postings/823. This position is open until filled. All applications will be screened against criteria outlined in this brochure. On-site interviews in Doña Ana County will be offered by the County Manager to those candidates named as finalists. Reference and background checks and academic verifications will be conducted prior to interviews, after receiving candidates’ permission.

For more information, please contact:

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Doña Ana County is an Equal Opportunity Employer and values diversity at all levels of its workforce!

For more information about Doña Ana County, please see their website at www.donaanacounty.org.