



## HENNEPIN COUNTY MINNESOTA

# Chief Financial Officer

Lead the Budget and Finance department for the largest county in Minnesota.

Drive system innovation, optimize for effective and efficient financial, and payroll and human resources services while maintaining the county's fiscal stewardship, strength and integrity, and the trust of our residents. Hennepin County has a AAA-credit rating and a 2023 annual operating budget of \$2.7 billion.

[Learn more about the position](#)

Contact:

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[Apply now](#)



**Hennepin County**

300 South 6th Street  
Minneapolis, MN 55487



# Chief Financial Officer

## In this position, you will:

- Serve as the Chief Financial Officer accountable for financial operations across the county.
- Oversee fiscal planning, accounting, treasury function and coordination of policies, procedures, goals and objectives across the county.
- Manage the review and preparation of the annual operating and capital budget and 5-year capital plan. Responsible for policy planning, performance evaluation, legislative analysis, cash and investment management, debt issuance, and the operation and maintenance of the County's PeopleSoft ERP system and related systems.
- Direct a small core finance staff that coordinates the budget and financial activities, the county controller group, centralized payroll, A/P, A/R. The remainder of the approximately 400 finance/accounting staff are within the operating departments of the County.
- Monitor departmental expenditures and revenues for conformance with appropriations, GASB standards and county policy.
- Analyze financial impact of proposed federal, state, and local legislation; may propose or support appropriate financial legislation having favorable impact on the county.
- Direct long-term and short-term expenditures and revenue forecasting along with forecast fund balances of the major funds.
- Oversee the establishment of standards for rates and fees charged for county services.
- Oversight of the county's investment portfolio which is internally managed by the Investment Manager.
- Direct professional staff in financial analyses and budget preparation.
- Direct and coordinate the activities of Peoplesoft system (known internally as APEX) and related team.

- Coordinate County Board budget hearings and budget approval processes.
- Coordinate debt issuance process including credit rating presentations.
- Report directly to the County Administrator.

## Qualifications

### Must have the following:

- Bachelor's degree or higher in business or public administration or related field.
- Six years of experience in the analysis of large operating and capital budgets including four years at a senior manager level.

## Candidates must have the ability to demonstrate director competencies:

**Customer focus** — Dedicated to meeting the expectations and requirements of internal and external customers; ability to exhibit and communicate customer focus to the organization.

**Integrity and trust** — Widely trusted; seen as a direct, truthful individual; keep confidences; admit mistakes; establish and maintain trusting and respectful relationships with others.

**Vision and purpose** — Vision and purpose— Communicate a compelling and inspired vision and sense of core purpose; inspire and motivate all staff.

**Relationship management** — Develop and maintain effective professional relationships with partners on the county, regional, state and national level, including elected officials; forge effective partnerships with labor organizations and value union involvement in decision making where appropriate.

**Organizational management** — Direct and administer complex and changing programs and services.

**Diversity, equity and inclusion** — Foster commitment and build support for a diverse, equitable and inclusive organization that represents the residents we serve.

**Leadership** — Provide effective leadership to direct reports and the organization; be an experienced, passionate, energetic and visionary leader with excellent people and communication skills; link actions back to vision and mission.

**Strategic resource management** — Effectively manage a broad spectrum of resources including human resources, financial and capital projects, and technology.

## Position Location

This position will be performed on-site in Hennepin County, Minnesota, and in flexible workplace as job duties require. The person in this position must reside in the greater Twin Cities area.

## Total Rewards

Hennepin County is committed to a Total Rewards philosophy to attract new talent and retain our skilled and dedicated workforce. This includes meaningful work, competitive pay, generous benefits, work-life balance, and the opportunity to make a positive difference in our community.

### Pay

We recognize performance with competitive pay and commitment to your success.

Salary range: up to \$219,230 annually.

### Culture

We're committed to creating a workplace where you can feel empowered, understand how you fit into the broader picture, and know you're making a difference.

### Benefits

We offer benefits that support health and wellness, help employees plan for the future, and recognize the diverse needs of the workforce.

Our benefits offerings include:

- Comprehensive low-deductible health, dental, and vision insurance
- Pre-tax flexible spending accounts including health care, dependent care and adoption assistance
- On-site paid parking and discounted mass transit pass
- Up to 33 days paid time off, plus 12 paid holidays, paid parental leave
- Defined benefit pension plan with employer contribution, additional retirement plan options, and financial wellness services

### Learn more about benefits

Visit [bridge.hennepin.us](https://bridge.hennepin.us) and select "Guest" to learn more about employee benefits.





# Serving Hennepin County residents

# Life in the Minneapolis-St. Paul metropolitan area

Hennepin County has seven lines of business and fifty departments that are focused on the county's North Star, "Serving Residents." The Office of Budget and Finance is in the County Administration line of business. The Chief Financial Officer reports directly to David J. Hough, the Hennepin County Administrator.

The work of all lines of business and departments is strategically focused on reducing disparities that have disproportionately impacted residents in seven interconnected domains: education, employment, income, health, housing, transportation, and justice.

Each of the county's 9,000 employees plays a role in advancing the priorities and goals of reducing disparities and creating opportunity for all who live, work and do business here.

The Chief Financial Officer will work closely with County Administration and other departments to advance county goals and improve life outcomes for all residents.

[hennepin.us](https://hennepin.us)

The Twin Cities metro area offers an unparalleled quality of life that includes diverse communities, exceptional school districts, a vibrant arts/theater/music community, easily accessible natural resources, and six professional sports teams.

Hennepin County is most populous county in Minnesota with:

- 1.3 million residents
- 45 cities
- \$2.7 billion annual operating budget in 2023
- 126 languages and dialects spoken
- 100+ lakes and the Mississippi River
- 10 Fortune 500 companies

## Don't just take our word for it

- Top 5 best park system in America, The Trust for Public Land, 2022
- #2 best state to raise a family, WalletHub, 2023
- #3 fittest city in US, American Fitness Index, 2022
- #3 happiest state in US, WalletHub, 2022
- #4 best state for health care systems, WalletHub 2022
- Top 20 vibrant arts communities in America, National Center for Arts Research, 2022
- Booming food scene full of James Beard Award nominees, including top Black, Hmong, Native, and Latino/a/x chefs and restaurateurs

Visit [makeitmsp.org](https://makeitmsp.org) and [exploreminnesota.com](https://exploreminnesota.com) to learn more about our communities.



# About Budget and Finance

## The division is organized into two divisions:

The Finance, Budget Analysis and Accounting division performs budget preparation and analysis, revenue and expenditure forecasting, legislative analysis, treasury services, accounting, and payroll services. Additionally, the Office of Budget and Finance performs risk management in cooperation with the County Attorney's Office to monitor and control the financial and operational risk for Hennepin County.

The APEX (PeopleSoft) division provides maintenance and production support for the county's PeopleSoft Enterprise Resource Planning system (known as APEX) and the iNovah Point of Sale system. User support is a coordination between the HR Service Center and Office of Budget and Finance/APEX (PeopleSoft) teams.

## Mission

We work hard to ensure sound credit conditions, working capital, and overall financial health within Hennepin County by supporting strategic objectives through leveraging technology, effective management of financial and human resource systems and services, and Hennepin County's commitment to equal opportunity, affirmative action, diversity, and inclusion.

## Vision

The Budget and Finance department will be a team of empowered professionals committed to the delivery of innovative, effective and efficient financial, purchasing, and payroll/human resources services while maintaining the county's fiscal strength and integrity; and the trust of our citizens.



## Fast facts

**\$2.7 billion**

annual operating budget, 2023

**\$1.35 billion**

outstanding debt

**46 years**

county has held AAA credit rating

**\$963 million**

property tax revenue

**\$233.3 billion**

estimated market value

**9,334 full-time equivalents**

budgeted countywide

**90 full-time equivalents**

budgeted Office of Budget and Finance

Open Hennepin County's books

[hennepin.us/your-government#budget-finance](https://hennepin.us/your-government#budget-finance)

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