



AUGUSTA, GEORGIA CHIEF FINANCE OFFICER



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THE COMMUNITY

Augusta, Georgia, is a vibrant city that offers a unique blend of Southern charm, cultural richness, and economic opportunity. It is Georgia's third-largest municipality, with a population exceeding 200,000. It serves as the principal city of the Augusta-Richmond County metropolitan area, a dynamic region that spans seven counties and is home to nearly 630,000 residents.

Augusta is a regional powerhouse for both national security and healthcare, with Fort Eisenhower (formerly Fort Gordon), NSA Augusta, and the Savannah River Site collectively employing over 30,000 people and establishing the city as a major cybersecurity hub. The specially designated Medical District is home to Augusta University Health System, Piedmont Augusta, and the Charlie Norwood VA Medical Center and draws thousands of professionals in medicine and biotechnology, significantly boosting the local economy. The city also hosts several higher education institutions, including Augusta University, Augusta Technical College, and the historically Black Paine College.

Culturally rich, Augusta features ten historic districts such as the Downtown Historic District and offers abundant outdoor recreation through destinations like the Augusta Riverwalk, Phinizy Swamp Nature Park, and the Augusta Canal Historic Trail, making it a well-rounded and dynamic place to live and work.

Nestled along the scenic Savannah River, Augusta is known for its picturesque landscapes, historic architecture, and a warm, welcoming community. The city boasts a thriving arts and culture scene, with numerous museums, galleries, and theaters, as well as year-round festivals that celebrate local heritage and creativity. Residents enjoy a high quality of life with access to outdoor recreation, including beautiful parks, lakes, and golf courses including the prestigious Augusta National Golf Club.



DEMOGRAPHICS & RELATED DATA
(SOURCE: [U.S. CENSUS BUREAU](#))**Median Age** 34.6 years**Median Household Income** \$50,492**Median Home Value** \$141,900**RACE/ETHNICITY**

Black only, 56.4%; White only, 33.9% Two or more races, 5.8%; Hispanic/Latino ethnicity, 5.3%; Asian only, 1.8 %

EDUCATIONAL ATTAINMENT

High school diploma or higher, 87.7%

Bachelor's degree or higher, 23.8%

Average Travel Time to Work 21.2 minutes

One of Augusta's most appealing aspects is its affordability. The cost of living is approximately 16% lower than the national average, with housing prices and rental rates significantly more accessible than in many other major US cities. This affordability, combined with a strong job market in sectors like healthcare, manufacturing, and cybersecurity offers residents the ability to enjoy a high quality of life without the financial strain found in other metropolitan areas.

Augusta's climate and location further enhances its appeal. With mild winters and warm, sunny summers, the city encourages an active, outdoor lifestyle. It's also strategically located within a few hours' drive of Atlanta, the mountains, and the coast, making weekend getaways easy and enjoyable. Traffic is manageable, and the city maintains a relaxed pace of life while still offering the amenities of a larger urban center. Whether you're looking to build a career, raise a family, or simply enjoy a more balanced lifestyle, Augusta provides a compelling mix of opportunity, comfort, and charm.

THE CITY-COUNTY GOVERNMENT

Augusta-Richmond County operates under a consolidated government structure, which was established in 1996 when the City of Augusta and Richmond County merged their operations. This unified government operates under the commission-manager form of government is led by a mayor and a 10-member commission. Eight commissioners represent individual districts, while the remaining two represent larger “super districts” that each encompass about half of the county’s population. The Mayor is elected at large, and all races are non-partisan.

This structure allows for streamlined governance and more efficient delivery of services across the entire region. While the cities of Hephzibah and Blythe remain independent municipalities within Richmond County, they still receive some services from the consolidated Augusta-Richmond County government.



Augusta-Richmond County has an approved **FY2025** total budget of **\$1.3 billion** and **2,800** full-time equivalent (FTE) positions across all funds.

The Augusta Finance Department has an estimated budget of **\$2.8 million** and **38** FTEs.



MISSION

To provide to all its citizens cost-effective, high-quality government services and an environment which enhances the economic well-being and quality of life in the Augusta Metropolitan Area.

COMMISSION VISION

- Develop a team-centered approach to problem-solving emphasizing effective communications with citizens and among elected officials, as well as establishing continuity of purpose and action for the commission
- Establish a focus that is city-wide, focusing on the “whole” of Augusta being more than the sum of its individual parts, neighborhoods, or districts
- Create an environment of respect and trust between commissioners, staff, and the citizens
- Seek ways to reach out and spread the word regarding the “good news” about Augusta

OPERATIONS VISION

- Create a culture of Performance Management that focuses on assessment and improvement, driven by standards and accountability, and using technology as a critical and essential tool to enhance processes
- Develop a strategic plan featuring goals that are designed to drive Augusta forward by making the most of business assets, historical heritage, natural resources and local commitment and talent
- Build budgets that seek new sources of revenue while rewarding excellence and creativity, encouraging fiscal responsibility, and seeking new sources of revenue to mitigate budget challenges in difficult times
- Establish a citywide culture of customer service at all levels of local government, so that every employee and official considers customer service to be their highest responsibility

COMMUNITY VISION

- Seek means for Augusta to be nationally recognized as a global destination of excellence and known as the premier and most talked-about mid-sized city in the country
- Build our community and tax base by emphasizing economic development and livable, sustainable communities that can grow while protecting our valuable natural resources
- Focus on “One Augusta” that celebrates our geographic, socio-economic, and racial diversity as strengths, using them as leverage to build partnerships that will make Augusta a place for people of all backgrounds to live, work, play, and prosper



THE POSITION

SUMMARY

The Chief Finance Officer (CFO) is a senior executive responsible for the strategic leadership and oversight of all financial operations for the Augusta-Richmond County Consolidated Government. This role ensures fiscal integrity, regulatory compliance, and long-term financial planning aligned with the Board of Commission's goals. The Chief Finance Officer is appointed by and serves at the pleasure of the Commission and reports directly to the County Administrator.

KEY DUTIES & RESPONSIBILITIES

- **Budgetary Management** – Lead the development and management of the government's \$1.5 billion annual budget.
- **Oversee Accounting and other operations** – Oversee accounting, treasury, payroll, and risk management operations.
- **Compliance** – Ensure compliance with GAAP, GAAS, and all local, state, and federal financial regulations.
- **Financial Reporting and Metrics** – Direct financial reporting, audits, and investment strategies.
- **Department Oversight** – Supervise key finance personnel including Deputy Director of Finance, Accounting Manager, and others.
- **Operational and Administrative Controls** – Develop and implement financial policies and internal controls.

QUALIFICATIONS

- Bachelor's degree in finance, accounting, or related field. An MBA is preferred.
- CPA or CPFO certification is required
- Minimum of 7 years of progressively more responsible experience in government finance managing a multimillion-dollar agency.
- At least 3 years in a direct supervisory role.
- Must be bondable and possess a valid GA or SC driver's license within 30 days of hire.

KEY COMPETENCIES

• Strategic Financial Leadership

- Develop and implement long-term financial strategies aligned with organizational goals.
- Expertise in budgeting, forecasting, and financial modeling for large-scale public entities.
- Ability to ensure audit readiness and compliance with reporting standards.
- Experience with restructuring and reengineering financial systems and processes.

• Demonstrated Integrity

- Hold self to strong ethical conduct, transparent practices, and accountable leadership.

• Public Sector Financial Acumen

- Expert understanding of government accounting standards (e.g., GASB), fund accounting, and regulatory compliance with local, state, and federal financial regulations.
- Familiarity with municipal finance, grants management, and capital improvement planning.
- Ability to analyze trends and anticipate fiscal challenges.
- Ability to translate complex financial data into actionable insights and present to those with less financial expertise.
- Proficiency in identifying, assessing and mitigating financial and operational risks.
- Oversight of insurance, workers' compensation, and safety programs.

• Leadership and Team Management

- Experience in developing and leading cross-functional finance teams.
- Capable of presenting a compelling case for change, engaging others with clarity and conviction to build momentum and collective buy-in.
- Strong operational management experience.

• Change Management & Organizational Development

- Proven ability to lead through change, especially in environments resistant to transformation.
- Skill in building buy-in across departments and guiding teams through process modernization.
- Commitment to staff development, training, and succession planning.

• Communication & Stakeholder Engagement

- Strong oral and written communication skills to present complex financial information clearly to elected officials, staff, and the public.
- Clear and persuasive communication with elected officials, department heads, and the public.
- Ability to foster trust and transparency in financial decision-making.

• Technological Proficiency

- Knowledge of financial management systems, ERP platforms, and data analytics tools.
- Capacity to leverage technology for efficiency, reporting, and decision support.
- Technological Proficiency – Familiarity with financial management systems and data analytics tools.
- Understanding of cybersecurity and data integrity in financial systems.

ANTICIPATED CHALLENGES

• Fiscal Constraints

Like other governmental agencies, Augusta is contending with a budget gap, and the CFO will need to develop sustainable financial strategies while minimizing service disruptions and potential layoffs.

• Identifying Operational Efficiencies in a Consolidated Government

Managing finances for a consolidated city-county government adds complexity, as it involves coordinating across multiple departments and jurisdictions, including independent municipalities like Hephzibah and Blythe.

• Transparency and Public Trust

With heightened public scrutiny and the need for transparent decision making, the CFO must ensure clear communication of financial decisions and their impact on services and staffing.



CAREER OPPORTUNITIES

• Be a Change Champion

The department has long been a dependable and steady team—committed to keeping the trains running and ensuring continuity in financial operations. While this consistency has been valuable, it has also led to a culture that's been slower to embrace change. Now, with the scale and complexity of a \$1.3 billion organization, the time is right for transformation of financial operations.

The future calls for a strategic restructuring and reengineering of processes and procedures. This moment requires a leader with strong experience, a vision for innovation, and a toolkit of best practices. Someone who can chart a proactive, future-focused course, invest in the training and development of the team, and build the capacity needed to meet the demands of tomorrow. The scope and significance of this initiative make it a defining leadership opportunity for the right candidate.

• Strategic Financial Leadership

The CFO has the chance to lead a transformative budgeting process, introducing long-term planning, performance-based budgeting, and improved financial forecasting to stabilize operations.

• Cross-Sector Collaboration

With major economic drivers like Fort Eisenhower, the Georgia Cyber Center, and a robust medical district, the CFO can foster public-private partnerships and leverage regional assets to enhance revenue and investment.

• Best Practice Restructuring, Modernization and Innovation

There's room to assess current system, policies and procedures with an eye to reengineering, streamlining and implementing financial systems and data analytics to improve efficiency, accountability, and service delivery across the consolidated government.

Approaching each challenge with creativity and curiosity, exploring a full spectrum of solutions is expected, but once the strategy is defined, unity and execution is required to drive it forward as one team.

OTHER IMPORTANT INFORMATION

- Salary range – Up to \$175,000 DOQ. The City is in the process of conducting a compensation study during 2025.
- Relocation assistance may be considered for the successful candidate.
- Deadline date for applications is Monday, August 25, 2025.
- To apply, please go to: www.GovHRjobs.com and submit a cover letter, resume, responses to supplemental questions and contact information for five professional references.
- For questions, please contact Joan Walko, MGT Sr. Consultant at (410) 499-9586.
- The city offers a highly competitive benefits package including eligibility in the GMEBS Plan, a 401(a) Defined Benefit pension. For details of all benefits, go to: [2025 Augusta City/County Benefits Summary](#). (Rates for FY2026 will not be available until later in the year.)

The Augusta City/County government is an Equal Opportunity Employer/Drug Free Workplace.



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