

# FINANCE DIRECTOR



**ATWATER FINANCE DEPARTMENT  
CITY OF ATWATER, CALIFORNIA  
ANNUAL SALARY: \$117,495 - \$149,957 DOE/DOQ**

# FINANCE DIRECTOR

The City of Atwater, California, is seeking a skilled visionary leader to serve as its next Finance Director. This position will provide strategic leadership and direction for the Atwater Finance Department, ensuring the delivery of high-quality services. The Atwater Finance Department has an annual budget of approximately \$1.5 million and a dedicated staff of 11. The ideal Finance Director has strong leadership skills, a collaborative management style, and a deep understanding of governmental accounting principals, and state and municipal regulations. Lead a dedicated professional team committed to making a difference – apply today!



## THE CITY

Positioned in the picturesque landscape of Central California, the City of Atwater provides a captivating community experience, drawing residents seeking a fulfilling lifestyle. Atwater spans approximately 6.1 square miles and is home to approximately 33,000 residents. Locals treasure nearby gems, such as the historic Castle Air Museum, offering a captivating journey through aviation history, and the Rancho Del Rey Golf Club, providing a scenic haven for golf enthusiasts. Atwater boasts a lively downtown area, adorned with charming cafes and boutique shops that infuse character into the city's dynamic local scene.

Moreover, Atwater is within a two-hour drive of Yosemite National Park, adding an extraordinary natural wonder to the list of accessible attractions. Atwater shares the region with the neighboring City of Merced, which is renowned for attractions like the scenic Applegate Park and Zoo. With its welcoming, inclusive ambiance and diverse offerings, Atwater stands out as a place where every corner invites exploration and fosters a profound sense of community.



# THE CITY GOVERNMENT

The Finance Director reports to the City Manager, who is appointed by an engaged five-member City Council to conduct the business of the City. The Council is responsible for approving budgets for City operations, approving major projects, and providing guidance for actions which affect the quality of life for residents.



# THE CITY'S CORE VALUES

Integrity	Transparency	Respect	Responsiveness
Collaboration	Diversity	Innovation	Customer Service

The City of Atwater has over 100 full-time staff members and manages an approximate annual budget of \$21.8 million. The City is comprised of six (6) departments that provide essential services, including: Community Development, Finance, Fire, Human Resources, Police, and Public Works. The Finance Director works collaboratively with these departments and oversees all finance and utility billing services.



## THE CITY OF ATWATER'S STRATEGIC VISION

*The City of Atwater is a regional leader in sustainable development offering a safe and welcoming community with a thriving downtown and stable economy that supports our growing population.*

2025-2026 adopted budget:

<https://www.atwater.org/wp-content/uploads/2025/07/FY-2025-26-Final-Budget-Book.pdf>

## THE JOB / THE IDEAL CANDIDATE

The Atwater Finance Department is a highly professional dedicated team.

The City of Atwater is seeking a collaborative and community-oriented leader who will inspire confidence and trust from the community, as well as earn the respect of employees. They will possess excellent skills in financial management and reporting with proven experience as a leader and mentor. The successful candidate will be respectful, honest, ethical, hardworking, innovative, strategic, value community feedback and employee engagement, and possess a desire to serve the City as an enthusiastic Finance Director.

**The ideal candidate will demonstrate the following core competencies...**

- **Integrity:** Upholds the highest ethical standards in all actions and decisions.
- **Respect:** Treats all individuals with dignity and respect, recognizing the diverse needs of the community.
- **Professionalism:** Dedicated to maintaining a high level of professionalism and accountability.

- **Flexibility:** Able to adapt their thinking to changing circumstances, new information, or unexpected challenges.
- **Presentation Skills:** Confident as a public speaker, while presenting information to the City Council and the public.
- **Business Thinking:** Sees the City's departments and programs as a series of interlaced services; understands how decisions affect different aspects of the city's business.
- **Culture Creation:** Demonstrates an ability to bring people together and encourage positive collaboration, recognition, and constructive organizational culture.
- **Customer Service:** Committed to serving the public with compassion, responsiveness, and a focus on problem-solving.

### **Challenges, and Opportunities:**

As with many other municipalities, the Atwater Finance Department faces challenges such as budget constraints and evolving public expectations. However, these challenges also present opportunities for innovation, collaboration, and leadership. The next Finance Director will have the chance to shape the future of the department and build on its successes while addressing these challenges head-on. Challenges and opportunities the new Finance Director will face include:

- Ensuring long-term fiscal sustainability through strategic financial planning and forecasting.
- Enhancing transparency and communication of financial information to the public and stakeholders.
- Leveraging technology to improve efficiency, reporting, accuracy, and service delivery.
- Strengthening internal controls and maintaining compliance with state and municipal regulations.
- Reviewing and eliminating policies and procedures that are unnecessary and redundant.
- Implementing best practices to increase community trust.



## EMPLOYMENT STANDARDS

- **Education:** Graduation from an accredited college or university with a bachelor's degree in accounting, business administration, public administration, or closely related field.
- **Experience:** Five (5) years of increasingly responsible professional experience in financial analysis and accounting work including three (3) years in a financial management or supervisory capacity in public finance.
- **Driver's License:** Possession of a valid California driver's license.

## SALARY AND BENEFITS

The salary range is \$117,495 - \$149,957 DOE/DOQ annually, plus a generous benefits package which includes:

- **Health/Dental/Vision:** City provides a contribution to medical, dental, and vision benefits.
- **Retirement:** City participates in the California Public Employees' Retirement System (CalPERS) with a 2% at 60 formula for Classic Employees. For employees covered under Public Employees' Pension Reform Act (PEPRA), the retirement formula is 2% at 62.
- **Administrative Leave:** 10 days per year.
- **Vacation:** 10 days per year.
- **Holiday:** 13 days per year.
- **Sick Leave:** 12 days per year.
- **Cell Phone:** City will provide cell phone.



## SAVE THE DATES

Only the most qualified candidates will be invited to attend an interview tentatively scheduled on June 8th. Second interviews tentatively scheduled for June 10th. Candidates must be available for both dates.

## HOW TO APPLY

*For consideration, apply at*  
<https://www.governmentjobs.com/careers/atwater>  
no later than May 31, 2026.

Please contact Jana Sousa, Human Resources Director, with any questions:

- [jsousa@atwater.org](mailto:jsousa@atwater.org)
- (209) 357-6204 (direct)

