

CHIEF FINANCIAL OFFICER

City Of Missouri City, Texas



ABOUT MISSOURI CITY

Missouri City, Texas, known as the “Show Me City,” is a vibrant and diverse suburban community located abutting the City of Houston and Sugar Land city limits, located approximately 20 miles southwest of downtown Houston. Covering 29.8 square miles, Missouri City is primarily part of Fort Bend County, one of the fastest-growing counties in the nation, and benefits from the economic vitality of the greater Houston-The Woodlands-Sugar Land metropolitan area, which has a population of over 7.3 million. With a diverse population of approximately 88,000, Missouri City offers a unique blend of metropolitan conveniences and suburban quality of life.

Missouri City is a home-rule municipality operating under a council-manager form of government. The City Council consists of seven members, including the Mayor, with the Mayor and Council Members serving staggered three-year terms. The Mayor is elected at-large, while the other four Council Members represent specific districts. The City Council appoints a professional City Manager who is responsible for managing the day-to-day operations of the city, including oversight of city departments and implementing policies established by the Council. In addition to the City Manager, the City Council also appoints the City Attorney, City Secretary, and the Municipal Court Judge.

Missouri City is celebrated for its high-quality development standards, earning it the prestigious Platinum Scenic City designation—an honor held by only a few cities in Texas. The community is a magnet for families and professionals, thanks to its strong sense of community, excellent schools, and abundant green spaces, parks, and recreational facilities. The city is served by the highly regarded Fort Bend Independent School District and offers proximity to several higher education institutions, including Houston Community College, Rice University, and the University of Houston.

Missouri City is committed to long-term sustainability, focusing on its Strategic Goals, particularly in the area of ‘Maintaining a Financially Sound City Government.’ The City’s commitment to financial health involves maintaining a fiscally responsible organization by prioritizing effectiveness, high-quality services, and robust infrastructure. These strategies not only foster a stable financial environment but also ensure that the community continues to thrive and provide quality services that attract residents and businesses alike.

Residents of Missouri City enjoy a rich quality of life with easy access to major amenities and services. These include the Texas Medical Center, Houston’s professional sports teams, and a variety of shopping and dining options. The city’s diverse population, excellent public services, and strategic location near major transportation corridors make it an ideal place to live, work, and play.



THE OPPORTUNITY

Missouri City is seeking an experienced and visionary Chief Financial Officer (CFO) to lead the City's Financial Services Department, comprised of 17 dedicated professionals committed to maintaining the City's fiscal integrity. As a key member of the City's leadership team, you will oversee all aspects of financial operations including accounting, payroll, financial reporting, treasury, and procurement while fostering a culture of professionalism, innovation, and continuous improvement.

Reporting directly to the City Manager's Office, the CFO will be a strategic partner in shaping the City's financial future, ensuring that fiscal practices are sound, forward-thinking, and fully compliant with federal, state, and local regulations. You will play a vital role in supporting the work of a dynamic organization of 458 full-time employees and contributing to the delivery of exceptional municipal services.

Missouri City benefits from a strong and diverse revenue base, with property and sales taxes as primary sources. For FY 2026, the proposed budget anticipates \$81.9 million in property taxes (a 4.4% increase from FY 2025) and \$25.1 million in sales and other taxes (a 12.8% increase from FY 2025). As a home-rule city in Texas, Missouri City enjoys significant autonomy and financial flexibility, supported by revenues from charges for services, franchise fees, and other sources—ensuring a stable foundation for operations and capital projects.



KEY RESPONSIBILITIES

- **Financial Leadership:** Provide strategic direction for financial operations, developing and implementing policies, procedures, and internal controls to safeguard the city's assets. Collaborate closely with other city departments to ensure financial strategies align with operational needs, facilitating the provision of superior municipal services to the community.
- **Financial Reporting:** Oversee timely and accurate financial reporting, including preparation of the Annual Comprehensive Financial Report (ACFR). Maintain the City's record of financial excellence including the Government Finance Officers Association's (GFOA) Certificate of Achievement for Excellence in Financial Reporting for 41 consecutive years, and uphold the City's "Aa1" credit rating from Moody's Investors Service.
- **Treasury and Debt Management:** Oversee the management of investments, cash flow, debt issuances and debt repayment. Work with financial advisors and bond counsel to assess debt capacity and develop financing strategies for sustainable growth.
- **Procurement:** Oversee the City's procurement activities, ensuring compliance with all relevant laws and regulations. The CFO will also lead efforts to support departments in achieving their financial and operational goals through effective purchasing strategies.
- **Strategic Planning:** Collaborate with the City Manager and other department heads to develop and implement strategic initiatives that support the city's long-term vision. This includes participating in economic development projects, assessing fiscal impacts, and advising on financial strategies that promote growth and sustainability. The CFO and team are expected to provide management with reliable, straightforward, clear and honest assessment of opportunities and investment choices.





IDEAL CANDIDATE PROFILE

The ideal candidate for Missouri City's CFO will be a forward-thinking, results-oriented financial leader with a proven track record of success in municipal finance. This role operates in a fast-paced environment with high expectations, requiring the ability to manage multiple priorities while delivering superior results. The candidate should possess strong analytical and strategic planning skills, strong computer and office systems skills, and the ability to communicate complex financial information clearly and effectively to diverse audiences, including the City Council, city staff, and the public. The CFO has a strong team of professionals and consultants to meet City obligations for services and is expected to 'lead from the front,' supporting the team, setting a positive example, and guiding their collective success.

Key Qualifications:

- Bachelor's degree in finance, accounting, or a closely related field. A master's degree in business administration, finance, or a related discipline is preferred.
- A minimum of seven years of progressively responsible experience in public sector finance, including supervisory experience.
- Certification as a Certified Public Accountant (CPA), Certified Government Finance Officer (CGFO), or Certified Public Finance Officer (CPFO) is highly desirable.
- Demonstrated experience in financial analysis and forecasting, debt management, financial reporting, treasury management, and procurement.
- Strong leadership and management skills with a focus on team development, collaboration, transparency, and accountability.
- Ability to build and maintain effective working relationships with elected officials, city staff, and external stakeholders.
- Ability to present complex financial information in layman's terms in a public setting.
- In-depth knowledge of municipal finance laws, regulations, and best practices. Extensive knowledge of economic development tools, long-term debt rules, and property tax structures, particularly within the State of Texas, are desired.

COMPENSATION AND BENEFITS

Missouri City offers a competitive salary and benefits package. The salary for the Chief Financial Officer is +/- **\$175,000**, dependent on qualifications. The city provides a comprehensive benefits package and leave time that includes:

- **Medical Insurance:** Employees can choose from three UnitedHealthcare plans, including HMO, HSA, and PPO options, with varying deductibles and co-pays to suit different needs. The city contributes to the Health Savings Account (HSA) for eligible employees, with contributions of \$1,250 for individual coverage and \$2,250 for family coverage.
- **Dental and Vision Insurance:** Coverage includes preventive, basic, and major dental services, as well as vision care through UnitedHealthcare, with options for annual exams, glasses, and contact lenses. The city provides basic life and AD&D insurance at no additional cost, with the option to purchase additional coverage for employees and their dependents. Long-term disability insurance is provided by the city, covering 66.67% of the employee's salary, with a monthly maximum benefit of \$10,000.
- **Retirement Plan:** Employees participate in the very attractive and desirable Texas Municipal Retirement System (TMRS), with a 2:1 employer match on employee contributions, vesting after five years of service, and retirement eligibility at 20 years or age 60 with 5 years of service.
- **Additional Benefits:** Along with access to an Employee Assistance Program (EAP), Flexible Spending Accounts (FSA), and various voluntary supplemental products through AFLAC, the City also offers paid vacation and sick leave, relocation expenses for out-of-town/state candidates, as well as a car allowance and a cell phone allowance.

APPLICATION PROCESS

Please [apply online](#)

For more information on this position, contact:

Clay Pearson, Senior Vice President
ClayPearson@governmentresource.com
713-816-8639



The City of Missouri City, TX, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of Missouri City Website
missouricitytx.gov

Financial Services Department
missouricitytx.gov/835/Financial-Services

Missouri City Chamber of Commerce
missouricitychambers.com

