



DIRECTOR OF FINANCE

Finance Department

Annual Salary:
\$125,000-\$160,000 DOE/DOQ

Marshall, Texas



Are you a proven financial leader who can guide municipal accounting operations, oversee investment programs, and support long-term fiscal planning? If so, apply to be Marshall's next Director of Finance!

We're looking for an exceptional professional who is:

- Skilled in governmental accounting and compliance
- Experienced in budget development and financial reporting
- A collaborative leader who can mentor staff and work effectively with elected officials

Marshall – *East Texas Heritage, Small-Town Community, Regional Influence* – read on to learn more about this opportunity!

Executive Recruitment Provided by



ABOUT THE COMMUNITY

Marshall, Texas, is a thriving community located in the heart of East Texas, just two hours east of Dallas, three hours north of Houston, and 45 minutes west of Shreveport. With a population of 23,392, Marshall serves as the county seat of Harrison County (population 66,553).

The City has invested in downtown redevelopment, infrastructure improvements, and cultural programming, and the downtown district is anchored by a lively Main Street featuring local shops, restaurants, and year-round events. Marshall was first designated an official Texas Main Street City in 1982, reflecting its long-running commitment to historic downtown revitalization.

Marshall is nationally recognized for its historic architecture: its downtown and surrounding neighborhoods form one of the largest National Historic Landmark districts in the small-urban category, with historic structures that showcase nineteenth- and early-twentieth-century styles.

Marshall has also been honored as an All-America City twice, a recognition of the community's civic achievements and collaborative initiatives. Tourism plays an important role in Marshall's identity. The city hosts the nationally known Wonderland of Lights festival each winter and promotes heritage tourism tied to its Main Street, museums, and historic sites.

Major employers include Eastman Chemical Company, Trinity Industries, and Christus Good Shepherd Medical Center. Education is anchored by the Marshall Independent School District and supported by local higher-education institutions such as East Texas Baptist University, Wiley College, Texas State Technical College-Marshall, and Panola College.

GOVERNANCE & ORGANIZATION

Marshall is a home-rule city operating under a council-manager form of government. The City Council has seven members, including the Mayor, serving staggered four-year terms. The Council appoints a professional City Manager to oversee day-to-day operations and more than 250 employees.

The City provides a full range of services including:

- Finance, Human Resources, and IT
- Police and Fire Services
- Public Works, Parks, and Economic Development



POPULATION
23,392



MEDIAN HOME VALUE
\$133,000

AVERAGE MONTHLY RENT
\$1,031

History



Tourism





ABOUT THE JOB

The Director of Finance is a key member of the City's leadership team, responsible for shaping the City's long-term financial strategy while managing its day-to-day financial operations. The role provides oversight, accountability, and guidance across the organization to ensure sound stewardship and the City's overall financial integrity.

Reporting directly to the City Manager, the Director of Finance will:

- Be responsible for the City's Annual Comprehensive Financial Report and Single Audit Report
- Oversee financial operations and staff within multiple divisions
- Develop and manage the annual city budget
- Provide financial forecasts and reporting to City Council and City Manager
- Ensure compliance with municipal, state, and federal accounting standards
- Serve as Trustee on the Firemen's Relief & Retirement Pension Fund Board and as an ex-officio member of the Marshall Downtown Development Corporation

DEPARTMENT STRUCTURE

Divisions within the department:

- Accounting
- Payroll
- Water Billing
- Purchasing
- Investments
- Budget
- Grant Management



EMPLOYEES

8

KEY PROJECTS FOR 2026

- Support to \$66M in capital projects over the next five years
- RFP Audit Services
- Responsible for leading selection and implementation of new financial system of record
- Implementation of the FY 2026 City Budget (\$50.9 million across funds)

[Full Job Description](#)



THE IDEAL CANDIDATE

The City of Marshall, Texas is seeking a skilled accounting professional with strong knowledge of governmental financial reporting, budgeting, compliance, and internal controls. The ideal candidate will be an experienced municipal finance professional who has a proven track record of maintaining accurate records, managing audits, and improving financial operations with transparency and efficiency.

They are a collaborative leader who fosters a culture of teamwork and open communication across departments. While upholding financial discipline and accountability, they build and maintain positive, productive relationships with colleagues at all levels of the organization.

The ideal candidate wants to be part of a community - someone who values public service, takes pride in contributing to the City's success, and is committed to building long-term relationships with staff, residents, and community partners.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's Degree in Accounting, Finance, Business Administration, or related field
- Seven (7) years of progressive accounting experience to include five (5) years in public sector financial management
- Knowledge of governmental accounting principles, state/federal tax laws, and municipal finance operations

Preferred:

- Certified Public Accountant (CPA) and/or Certified Government Finance Officer (CGFO) designation
- Master's degree in Public Administration, Finance, or related field
- Experience with investment portfolio management and external contract negotiations

SALARY & BENEFITS

- **Compensation:** \$125,000-\$160,000DOE/DOQ
- **Health Benefits:** Comprehensive medical, dental, vision, and life insurance are provided through the City's employee benefits program
- **Paid Leave:** 14 paid holidays, generous vacation, and sick leave
- **Retirement:** Participation in the Texas Municipal Retirement System (TMRS) with a 7% employee contribution and a 2:1 City match
- **Additional Perks:**
 - ♦ Health Savings Account (with City contribution of \$1,343.04 annually for HSA participants)
 - ♦ Supplemental benefits including accident, cancer, critical illness, and disability insurance through Colonial Life
 - ♦ Employee Assistance & Work/Life Programs
 - ♦ Professional development and training opportunities



HOW TO APPLY

[Apply Here](#)



For more information on this position, contact:

Veronica Carrillo, Senior Vice President

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The City of Marshall is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability. Applicants selected as finalists for this position will be subject to a comprehensive background check.