



FINANCE DIRECTOR

Annual Salary:
up to \$160,000 DOE/DOQ

Elgin
TEXAS
perfectly situated...

Are you a strategic, detail-oriented finance professional who can lead in a fast-growing environment while overseeing complex municipal financial operations? If so, apply to be the City of Elgin's next Finance Director!

We're looking for an exceptional, collaborative leader who is:

- Experienced in municipal finance and capital improvement planning
- Skilled in budgeting, audits, and financial reporting
- Adept at cross-departmental communication and problem solving

One Team, One Family – read on to learn more about this opportunity!

ABOUT THE COMMUNITY

Elgin, Texas is a dynamic and rapidly growing community that maintains its welcoming small-town charm. Known as the “Sausage Capital of Texas,” Elgin is recognized for its vibrant arts scene, historic downtown, and a strong sense of community. With a population of approximately 12,800 residents, Elgin offers a close-knit atmosphere where long-time locals and new residents alike find common ground.

Conveniently located just 20 miles east of Austin and within 30 minutes of major employers like Tesla and Samsung, Elgin is perfectly positioned for both commuters and those seeking a quieter lifestyle. Residents enjoy easy access to the amenities of Central Texas while benefiting from a more affordable cost of living. Outdoor enthusiasts take advantage of nearly 120 acres of parkland, a community pool, and a recreation center offering a variety of programs and activities. The city also hosts more than 45 public events annually, celebrating arts, culture, and community engagement.

Elgin’s rich history dates back to the late 1800s as a key hub along the Houston and Texas Central Railroad. Today, the city thoughtfully balances historic preservation with progressive development. A thriving Main Street Program, investment in infrastructure, and ongoing commercial and housing developments ensure that Elgin continues to grow while retaining its unique character.



POPULATION
12,800

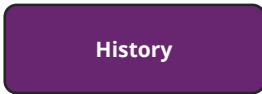


MEDIAN HOUSEHOLD INCOME
\$73,441



MEDIAN HOME VALUE
\$277,163

AVERAGE MONTHLY RENT:
\$1,300



GOVERNANCE & ORGANIZATION

Elgin operates under a council-manager form of government. The Mayor is elected at-large for a two-year term, while the City Council consists of eight members elected by ward, each serving two-year terms. The city provides a full range of municipal services, including:

- **Public Safety** (Police and Emergency Management)
- **Public Works & Infrastructure** (Water, Wastewater, Streets, Capital Projects)
- **Community Development & Economic Growth:** (Planning, Code Enforcement, Economic Development)
- **Community Services** (Parks and Recreation, Library, Main Street, Public Information)
- **Administrative & Support Services** (Finance, Human Resources, City Secretary)



THE JOB

The Finance Department provides strategic financial oversight for the City of Elgin, including accounting, budgeting, purchasing, grant management, treasury and Utility Billing functions

Reporting to the City Manager, the new Finance Director will:

- Oversee the City's audit process and ensure compliance with GAAP and GASB standards
- Oversees utility billing function and city-wide revenue collections
- Develop financial strategies that support long-term planning and infrastructure investment
- Serve as a hands-on, working director who leads by example, provides clear direction, and ensures accountability across financial operations

[Full Job Description](#)



DIVISIONS WITHIN THE DEPARTMENT:

- ACCOUNTING & FINANCE
- UTILITY BILLING / CUSTOMER SERVICE



EMPLOYEES

4



DEPT. BUDGET

\$ 1.6
MILLION

KEY PRIORITIES

- UPDATE AND STREAMLINE ACCOUNTING PROCESS
- STANDARDIZE INVESTMENT REPORTING AND FINANCIAL PRACTICES
- AGGRESSIVE BUSINESS RETENTION AND EXPANSION PROGRAM
- CENTRALIZE PURCHASING PROCESS
- SERVE AS A HANDS-ON, WORKING DIRECTOR WHO LEADS BY EXAMPLE, PROVIDES CLEAR DIRECTION, AND ENSURES ACCOUNTABILITY ACROSS FINANCIAL OPERATIONS
- MAINTAIN THE CITY'S HIGH AUDIT STANDARDS, BUILDING ON ITS RECENT TOP AUDIT RATING
- PARTNER WITH EXTERNAL FINANCIAL CONSULTANTS TO ENSURE ONGOING COMPLIANCE AND BEST PRACTICES



IDEAL CANDIDATE

The ideal candidate for Elgin's next Finance Director will bring a strong background in municipal finance, with experience managing budgets, audits, and capital improvement programs in a fast-paced or growing community. They will be a collaborative, approachable leader who thrives on building cross-departmental relationships and working in a team-oriented culture. Strong communication skills and a commitment to transparency are essential, along with the ability to analyze complex data and craft meaningful financial strategies. The successful candidate will demonstrate sound judgment, creative problem-solving, and a balance between strategic oversight and operational detail. The City is under new leadership and has recently restructured its financial policies and strategies, creating an opportunity for a forward-thinking leader to help guide continued organizational improvement. The ideal candidate will thrive in a collaborative environment, working closely with the City Manager and Human Resources Director to elevate organizational performance and culture. Experience with financial systems such as Tyler Technologies (Incode 10) is preferred. This is an exciting opportunity for a service-driven professional who values accountability, teamwork, and making a lasting impact on a growing Central Texas community.

EXPERIENCE & QUALIFICATIONS

REQUIRED:

- Bachelor's degree in accounting, public administration, or a related field
- At least eight (8) years of progressively responsible experience in financial management with at least 2 years in local government
- Demonstrated experience managing staff and overseeing core financial functions including budgeting, audits, and reporting

PREFERRED:

- Master's degree in finance, accounting, public administration, or related field
- Professional certifications such as CPA, Certified Government Finance Officer (CGFO), or Certified Public Manager (CPM)
- Experience working in a high-growth or rapidly changing municipal environment
- Familiarity with capital improvement planning and utility billing systems
- Proficiency with Tyler Technologies (Incode 10) or similar ERP software



SALARY & BENEFITS

Compensation: Up to \$160,000, depending on qualifications and experience.

Health Benefits: The City of Elgin offers a comprehensive benefits package, including medical, dental, and vision insurance for employees and their eligible dependents.

Paid Leave: The City offers generous paid leave, including vacation, sick leave and holidays, in accordance with City policies.

Relocation: Relocation is available.

Retirement: Mandatory participation in TMRS with employee contributions at 8% and matched by the City 2:1; optional 457(b) deferred compensation plan available.

HOW TO APPLY

Apply Here



For more information, contact:

Larry Gilley, Senior Vice President

LarryGilley@governmentresource.com | 325-660-4208

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