

FINANCE DIRECTOR

Finance Department

Annual Salary:
\$90,000–\$110,000 DOQ

Morgantown, West Virginia



The City of
MORGANTOWN

The Journey Starts Here

Are you a strategic municipal finance leader who can balance day-to-day financial operations with long-term organizational planning? If so, apply to become the City of Morgantown's next Finance Director.

The City is seeking a collaborative and forward-thinking executive who is:

- An experienced leader in governmental finance and budgeting.
- Skilled at building high-performing teams and strengthening internal controls.
- Comfortable advising executive leadership while maintaining hands-on involvement in daily financial operations.

If you're looking for an opportunity to make a lasting impact in a vibrant university community where *"The Journey Starts Here,"* read on to learn more about this exceptional leadership opportunity.



ABOUT THE COMMUNITY

Situated along the scenic Monongahela River in north-central West Virginia, Morgantown is a dynamic community that blends the energy of a nationally recognized university city with the charm and accessibility of a close-knit community. As the home of West Virginia University, Morgantown serves as the region’s educational, healthcare, cultural, and economic hub, attracting students, professionals, entrepreneurs, and visitors from across the state and beyond.

Residents enjoy an outstanding quality of life highlighted by the Mon River Rail-Trail system, Coopers Rock State Forest, the Ruby Amphitheater, the Morgantown History Museum, numerous parks, festivals, collegiate athletics, and a thriving arts and entertainment scene. The community also benefits from world-class healthcare through WVU Medicine and Mon Health System, while continued investments in redevelopment, infrastructure, and research continue to strengthen the local economy.

Governed by a vision of becoming a dynamic, inclusive, and innovative community of choice, Morgantown combines the amenities of a larger metropolitan area with a welcoming small-town atmosphere. Residents appreciate affordable living, abundant recreational opportunities, excellent educational resources, and a collaborative civic culture that makes the city an outstanding place to live, work, and serve.

GOVERNANCE & ORGANIZATION

The City of Morgantown operates under a Council-Manager form of government. The City Council consists of seven at-large members, including the Mayor, who serve four-year terms. The City Manager oversees daily municipal operations and leads approximately 275 employees while administering a \$41 million General Fund budget. City services include public safety, public works, engineering, planning, finance, parks and recreation, code enforcement, and general administrative services, all focused on delivering excellent services that encourage the community to thrive.



POPULATION
30,293



MEDIAN HOUSEHOLD INCOME
\$44,727



AVERAGE HOME VALUE
\$259,400

AVERAGE MONTHLY RENT
\$937

HISTORY



TOURISM





ABOUT THE JOB

The Finance Department is responsible for safeguarding the City's financial integrity while providing strategic financial leadership that supports sound decision-making across the organization. Core responsibilities include budgeting, accounting, financial reporting, accounts payable and receivable, procurement, debt management, grant administration, cash and investment management, audit coordination, capital improvement planning, and financial compliance. The department also oversees the City's financial transparency platforms, administers Tax Increment Financing (TIF) districts, manages pension fund finances, and serves as financial advisor to several affiliated entities.

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

- Lead and develop a nine-person Finance Department while fostering a collaborative, customer-focused culture.
- Direct the City's annual budget process, long-range financial planning efforts, and five-year Capital Improvement Program.
- Provide strategic financial advice to the City Manager, City Council, department directors, boards, and commissions.
- Strengthen internal controls, improve financial reporting processes, and ensure compliance with GAAP, GASB standards, City Charter requirements, and State of West Virginia regulations.
- Identify opportunities to improve operational efficiency, strengthen the budget process, evaluate new revenue strategies, and mentor a relatively new finance team while supporting the City's long-term fiscal sustainability.

[Full Job Description](#)



DEPARTMENT STRUCTURE

Divisions within the Finance Department:

- Budgeting
- Accounting
- Procurement
- Accounts Payable
- Accounts Receivable
- Financial Reporting
- Debt Management
- Audit Coordination
- Capital Improvement Planning

ORGANIZATION QUICKFACTS

- **Employees:** 9
- **Department Budget:** \$1.04 million
- **Reports to:** City Manager
- **Direct Reports:** Assistant Finance Director, Budget Specialist, Accountant, Accounts Payable Clerk, Cashier, and Licensing/Revenue staff.

KEY PROJECTS FOR 2026

- Strengthen the City's budget development process through improved planning, forecasting, and collaboration with department leadership.
- Evaluate new revenue opportunities while implementing expenditure control strategies that support long-term fiscal sustainability.
- Continue developing and mentoring a relatively new finance team while improving internal controls, shortening the audit cycle, and delivering more timely financial reporting to organizational leadership.

THE IDEAL CANDIDATE

The City of Morgantown is seeking an experienced, collaborative finance professional who is equally comfortable working alongside staff on day-to-day operations and serving as a strategic advisor to executive leadership. The successful candidate will possess a strong foundation in governmental finance, budgeting, financial reporting, and internal controls while demonstrating the ability to think critically about the City's long-term financial health. They should be an approachable leader who enjoys developing employees, strengthening organizational capacity, and fostering a culture of accountability, continuous improvement, and excellent customer service.

The ideal candidate is organized, adaptable, and capable of balancing multiple priorities in a dynamic municipal environment. They communicate complex financial information clearly to elected officials, department directors, employees, and the public while providing practical recommendations supported by accurate financial analysis. This individual will embrace opportunities to improve processes, modernize financial practices, mentor a relatively new team, and help position the City for continued fiscal stability and long-term success.



EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Accounting, Finance, Business Administration, or a closely related field.
- Minimum of six (6) years of progressively responsible financial management experience.
- Comprehensive knowledge of governmental budgeting, accounting principles, financial reporting, cash management, debt administration, and internal controls.
- Demonstrated ability to prepare and administer municipal budgets, financial forecasts, and capital improvement plans.
- Knowledge of Generally Accepted Accounting Principles (GAAP), Governmental Accounting Standards Board (GASB) standards, and applicable federal, state, and local regulations.
- Strong written and verbal communication skills with the ability to present financial information to executive leadership, elected officials, boards, and the public.
- Ability to build collaborative working relationships while leading and developing professional staff.

Preferred:

- Certified Public Accountant (CPA).
- Two (2) or more years of governmental finance experience.
- Experience administering debt issuances, Tax Increment Financing (TIF) districts, pension funds, grants, and capital improvement planning.
- Experience implementing process improvements, strengthening budget development, improving internal controls, and mentoring developing finance teams.
- Experience working directly with elected officials, executive leadership, auditors, bond counsel, financial advisors, and regulatory agencies.

SALARY & BENEFITS

- **Compensation:** \$85,000–\$100,000, depending on qualifications.
- **Health Benefits:** Comprehensive medical, dental, vision, life, short-term disability, long-term disability, Health Reimbursement Account (HRA), and Flexible Spending Account (FSA).
- **Paid Leave:** Paid Time Off, paid parental leave, and approximately 14 paid holidays annually.
- **Retirement:** Employee pension plan with participation in an optional 457(b) deferred compensation plan.
- **Work Schedule:** Full-time exempt position working a flexible four-day workweek (Monday through Thursday).
- **Additional Benefits:** Employee wellness gym, flexible scheduling, cell phone stipend, professional work environment, and the opportunity to lead a highly visible department serving one of West Virginia's most vibrant university communities. The Finance Director works closely with the City Manager and executive leadership while helping guide the City's financial future through strategic planning, fiscal stewardship, and organizational leadership.



HOW TO APPLY

APPLY HERE



For more information on this position, contact:

Kurt Hodgen, Senior Vice President Executive Recruitment

kurthodgen@governmentresource.com | 540-820-0531

The City of Morgantown is an Equal Opportunity Employer and values diversity at all levels of its workforce. The City does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, genetic information, or any other status protected by applicable law. Finalists will be subject to a comprehensive background investigation and reference review prior to appointment.