FINANCE DIRECTOR

Finance Department
Estero, Florida

Annual Salary:
$160,000–$185,000, depending on qualifications and experience

Village of ESTERO

Are you a collaborative and strategic finance leader who can oversee municipal finances, guide long-term financial planning, and support a high-performing "government-light" organization? If so, apply to be Estero's next Finance Director.

The Village is seeking an exceptional public finance executive who is:

- Skilled in municipal budgeting, debt management, and financial reporting
- Experienced with internal controls, grants, procurement, and capital financing
- Adept at communicating complex financial information to elected officials, staff, and the public

Estero — "A Village with Vision" — read on to learn more about this opportunity.

ABOUT THE COMMUNITY

Estero, Florida, is a vibrant and growing community of more than 37,000 residents located in Southwest Florida between Fort Myers and Naples. Known for its scenic beauty, relaxed lifestyle, and active community spirit, Estero offers a unique blend of suburban tranquility and convenient access to urban amenities.

The Village encompasses approximately 30 square miles and includes about 26,000 households and 1,467 businesses. The community features abundant nature trails and waterways for kayaking, birdwatching, and hiking. Shopping and entertainment destinations include Miromar Outlets, Coconut Point, and Hertz Arena, which hosts major concerts and the Florida Everblades hockey team. Residents also enjoy golf courses, tennis facilities, fitness centers, and proximity to Florida Gulf Coast University and regional healthcare providers.

Estero celebrated its 10th anniversary of incorporation in 2024 and continues to build a reputation for transparent government, sound financial management, environmental stewardship, and a high quality of life.

POPULATION
37,000+

MEDIAN HOUSEHOLD INCOME
$100,000

MEDIAN HOME VALUE
~$430,500

AVERAGE MONTHLY RENT
~ $1,900

GOVERNANCE & ORGANIZATION

The Village of Estero operates under a Council-Manager form of government. A seven-member Village Council is elected at-large to represent seven districts, with members serving staggered four-year terms. The Council elects a Mayor and Vice Mayor from among its members.

The Council appoints the Village Attorney and Village Manager. The Village Manager serves as Chief Executive Officer and oversees the Village Clerk, Finance Department, Community Development, Public Works, and Communications. Estero operates under a “government-light” model and maintains a lean staff and leverages vendor partnerships to deliver services efficiently and cost-effectively. The Village has reserves of roughly 115% of its total Annual Budget and has only received three minor findings in its audits since it’s incorporation in 2014.

ABOUT THE JOB

The Finance Department is the custodian of all Village funds and is responsible for the organization's fiscal management, including procurement and assistance with information technology systems. Its responsibilities include budget development and administration, periodic and annual financial reporting, grant management, internal controls, debt issuance and management, and financial performance monitoring for public-private partnerships and development agreements.

Reporting to the Village Manager, the Finance Director serves as the Village's Chief Financial Officer. The position is responsible for planning, organizing, staffing, directing, coordinating, reporting, and budgeting Village finances. The Finance Director also administers the central accounting system, oversees public funds, works with auditors on the Annual Comprehensive Financial Report, and coordinates the Village's other information technology systems.

The new Finance Director will:

- Plan, organize, supervise, and direct accounting operations, including maintenance of the general ledger, receipt and disbursement of funds, budgetary control, and subsidiary accounts
- Maintain official accounting records in accordance with generally accepted governmental accounting principles
- Develop and interpret fiscal policies, methods, and procedures
- Design, implement, monitor, and maintain effective internal controls
- Work with financial advisors and institutions on capital financing, debt structures, and banking services
- Compile the annual budget and prepare quarterly financial reports for the Village Manager, department heads, and Village Council
- Prepare and submit the Annual Budget and Annual Comprehensive Financial Report for Government Finance Officers Association award consideration
- Provide short- and long-term financial forecasts and monitor long-range financial plans
- Oversee procurement services, investments, grants, and financial compliance
- Present financial information to Village Council, civic groups, and other audiences as needed

FULL JOB DESCRIPTION CLICK!

DEPARTMENT STRUCTURE

The Finance Director directly oversees the:

- Finance Supervisor
- Purchasing/Procurement Manager
- Accounting Clerk

ORGANIZATION QUICKFACTS

Employees: 4
Including the Finance Director

Department Budget: $640,330

Total City Budget: $108.7 Million

Financial Rating: AAA from Standard & Poor's

Awards:

- GFOA Distinguished Budget Presentation Award
- GFOA Certificate of Achievement for Excellence in Financial Reporting

2025-2026 Adopted Budget Book CLICK!

ACFR Fiscal Year Ended September 30, 2025 CLICK!

KEY PROJECTS AND PRIORITIES

Bond Issuance and Management

Estero historically relied on a "pay-as-you-go" capital financing strategy. The Village currently has approximately $15 million in outstanding bonds and anticipates issuing an additional $50 million to $60 million in bonds in late October. The financing will support a rail line acquisition and subsequent rails-to-trails project, park and recreation improvements, and other capital projects. The Finance Director will need experience working with rating agencies, financial advisors, financial institutions, debt issuance, and ongoing debt management.

Public-Private Partnerships and Development Agreements

As a "government-light" organization, Estero has entered into multiple public-private partnerships and development agreements. These arrangements include financial and performance benchmarks that the Finance Director will be responsible for administering and monitoring to ensure partner compliance.

Long-Term Financial and Capital Planning

The Finance Director will provide short- and long-term financial forecasts and monitor the Village's long-range financial plans, including its five-year Capital Improvement Budget. The position will work closely with Village departments, the Village Manager, and Village Council to evaluate the fiscal effects of major projects and strategic initiatives.

IDEAL CANDIDATE

The Village of Estero seeks an experienced municipal finance executive who brings strategic insight, integrity, sound business judgment, and a collaborative, team-building leadership style.

The successful candidate will be an excellent communicator who can translate complex financial information into clear, actionable guidance for elected officials, staff, community partners, and the public. The ideal candidate will have strong experience with GASB and GAAP standards, debt and treasury transactions, advanced budgeting, long-term capital planning, payroll, investments, auditing, internal controls, grants, and debt management.

This individual will be committed to innovation, professional best practices, accuracy, accountability, and continuous improvement. They will manage multiple concurrent projects, support other departments, mentor employees, and serve as a trusted strategic advisor to the Village Manager.

A passion for public service, adaptability, and a forward-thinking, entrepreneurial mindset are essential. Experience with a Community Redevelopment Agency and knowledge of Florida's highly transparent "Government in the Sunshine" environment are also desirable.

EXPERIENCE & QUALIFICATIONS

Required:

- Bachelor's degree in Accounting, Finance, or a related field
- At least eight years of progressively responsible management experience in financial administration with governmental organizations in the United States
- Demonstrated knowledge of laws, policies, and accounting principles governing municipal finance operations
- Certified Public Accountant, Certified Public Finance Officer, and/or Certified Government Finance Officer

Preferred:

- Master's degree in Accounting, Finance, or a related field
- Experience working with rating agencies and managing municipal debt and bond issuances
- Experience with contracts and legally available investment opportunities
- Experience preparing complex financial statements, annual budgets, and Annual Comprehensive Financial Reports
- Experience with public-private partnerships and a "government-light" municipal structure
- Experience working in high-growth communities or organizations

Candidates with an equivalent combination of education, training, and experience that provides the required knowledge, skills, and abilities may also be considered.

SALARY & BENEFITS

Compensation: $160,000–$185,000, based on qualifications and experience

Health Benefits: Comprehensive medical, dental, and vision coverage. The Village pays 100% of employee-only medical premiums. An optional Health Savings Account is available.

Paid Leave: Paid Time Off, designated holidays, bereavement leave, jury duty leave, and military leave in accordance with Village policy.

Retirement: A 401(a) Florida Municipal Pension Trust defined contribution plan with a 2.5% employee contribution and 10.5% employer contribution. An optional 457(b) deferred compensation plan is also available, including age-based and special catch-up provisions.

Additional Benefits:

- Village-issued cell phone
- Employee Assistance Program
- Life and accidental death and dismemberment insurance
- Professional development and training support
- Collaborative and innovative organizational culture
- Strong emphasis on transparency, efficiency, wellness, financial security, and work-life balance

HOW TO APPLY

Apply Here

For more information on this position, contact:

Doug Thomas
Executive Vice President — Recruitment & Leadership Development
Strategic Government Resources
DouglasThomas@GovernmentResource.com | 863-860-9314

The Village of Estero 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 will be subject to a comprehensive background check.

Pursuant to the Florida Public Records Act, applications may be subject to public disclosure upon receipt of a public records request.