



The County of Ventura,
Human Services Agency
invites applications for

CHIEF FINANCIAL OFFICER

Annual base salary up to \$204,845 plus incentives

WHAT WE OFFER

The County of Ventura offers an attractive compensation and complete benefits package aside from the base salary of \$146,318.12 - \$204,845.37/annually. Depending on qualifications, an employee within this position may also be eligible for the following:

- **Education Incentive** - Possible eligibility for an educational incentive of 2.5%, 3.5%, or 5%, based on completion of an Associate's, Bachelor's, or Master's degree.
- **Executive Annual Leave** - 248 hours earned per year, increasing to 288 hours after 5 years of service, to 328 hours after 10 years of service, and to 368 hours after 15 years of service. *Credit for prior public service may be considered (Sec. 616A).
- **Annual Leave Redemption** - The ability to "cash in" or redeem up to 100 hours of Annual Leave per year after using 80 hours of annual leave.
- **Deferred Compensation** - Eligible to participate in the County's 401(k) Shared Savings Plan and/or the Section 457 Plan. This position is eligible for up to a 3% match on your 401(k) contributions.
- **Miscellaneous Benefits** - Other benefits included Flexible Spending Account Plans, Disability Plans, Employee Assistance Program, Life Insurance, Tuition Reimbursement, Benefit Reimbursement Program, and Wellness Program incumbents are also entitled to County-paid membership in professional organizations related to their position.
- **Pension Plan** - You and the County contribute to the County's Retirement Plan. If you are eligible, you may establish reciprocity with other public retirement systems such as PERS.
- **Holidays** - 13 paid days per year, which includes one (1) annual scheduled floating holiday.

OUR COUNTY AND COMMUNITY

Ventura County is located on California's "Gold Coast," approximately 35 miles northwest of Los Angeles and 20 miles southeast of Santa Barbara. Residents enjoy rolling hills and sweeping ocean views in a nearly perfect Mediterranean climate with an average annual temperature of 74 degrees. The beauty and weather combined with a wonderful quality of life are among the many reasons our residents choose to call Ventura County "home."

Ventura County is a "general law" county, governed by a five-member, elected-by-district Board of Supervisors. The Supervisors appoint a County Executive Officer (CEO) to oversee the County budget, day-to-day operations, and to advise, assist and act as an agent for the Board of Supervisors in all matters under the Board's jurisdiction.



MISSION

Working together in every community to offer support, hope, and opportunity for improved well-being.

THE AGENCY

One of the County of Ventura's largest agencies, the Human Services Agency provides public services that promote self-sufficiency, health, and well-being for more than one of every four County residents. Human Services Agency programs ensure the protection of children, older adults and people with disabilities and provide a safety net for individuals and families who need assistance with necessities such as food, housing, and health care. The Human Services Agency also helps youth and adults secure employment through education, training, job search skills, and job placement.

The Human Services Agency employs more than 1,400 employees with an annual operating budget of \$387 million. The Agency strives to optimize all available resources to deliver excellent service to the public in collaboration with County and community partners. In the design and delivery of services provided by the Human Services Agency, the County prioritizes the needs and interests of individuals, families, and communities to ensure that policies, programs, and actions communicate respect for the dignity of all people within our diverse environment.

The Ventura County Human Services Agency is seeking an exemplary Chief Financial Officer (CFO) to refine and execute the Agency's fiscal strategy; maintain oversight of critical fiscal functions including identifying and mitigating risks; lead fiscal managers in capitalizing on opportunities to modernize fiscal processes and tools; mentor and coach fiscal staff to ensure all bring their best efforts and ideas forward to make continuous improvements; form the internal and external relationships necessary to facilitate ongoing education and advocacy around fiscal opportunities; and produce and present critical data for decision making by the Agency's executive leadership.

Human Services Agency



COUNTY of VENTURA
Human Services Agency



THE POSITION

The CFO (Administrative Services Director III) collaborates with the Agency's executive leadership to implement short- and long-term fiscal strategies and policies, ensuring that federal, state and local revenues are optimized in alignment with County goals to deliver valuable services to more than 230,000 Ventura County residents who receive assistance from some 1,400 Agency staff with health, nutrition, in-home supportive, employment, housing, child and adult protective services, and other programs.

The CFO reports to the Agency's Deputy Director for Administrative Services, with a cross-reporting relationship to the Agency's Director. Vested with responsibility for the Agency's fiscal strategy and budget development, financial management and status reporting, general accounting and payroll, contracts and grants, benefit issuance and recovery, and audits among other functions, the CFO provides leadership that exemplifies the Agency's commitments to the protection of public funds, ethical decision making, excellent internal and external customer service, innovation, and continuous improvement and learning – not only for the fiscal services division but for the Agency overall.

In leading the Agency's fiscal services division, the CFO:

- Oversees preparation of the Agency's annual operating budget (\$387m), monitors the financial health of program areas and the Agency overall, prepares user-friendly financial status reports on an ongoing basis, and recommends adjustments based on projections.
- Creates ad hoc financial projections and other analyses in a timely manner to address specific questions, scenarios and issues, and communicates information in a manner that is accessible to non-experts.
- Utilizes knowledge of intricate federal, state and local rules to ensure that expenditures, claims, fiscal protocols, and all supporting documentation are appropriate and will withstand regular auditing.
- Participates in internal and external committees to keep current on program developments and rule changes, and advocates for pathways that maximize value-added resources for clients and staff.
- Forms and maintains strong relationships with the County Executive Office, Auditor-Controller's Office, County Counsel, General Services Agency, statewide associations, peers in other counties, contractors, vendors, and Agency leadership.
- Coaches fiscal managers in creating centers of excellence within their units, in facilitating professional growth opportunities for fiscal services division staff (25+), and in addressing challenges when needed.
- Ensures that fiscal operations conform to Generally Accepted Accounting Principles (GAAP), monitors internal controls, and ensures formal documentation of critical functions – as well as cross-training of staff – to avoid gaps and single points of failure.



THE IDEAL CANDIDATE

This is an outstanding opportunity for a seasoned professional with a substantial record of financial management experience overseeing work including budget development and analysis, fiscal forecasting, financial and workload monitoring, cost accounting, reimbursement, funding programs, and fiscal systems. While such experience may be gained in a local government environment, experience gained in other public or private environments may also be of valuable.

The ideal candidate will exhibit the following:

- A strong interest in advancing the Mission, Vision, and Values of the County of Ventura, and goals of the Human Services Agency.
- Exceptional analytical skills, including the ability to analyze ongoing legislative changes and program requirements with significant fiscal and financial implications to Agency's operations.
- Significant technical expertise including substantial budget acumen and accounting/financial experience.
- Impressive interpersonal and communication skills, including presenting information to executive leadership for decision-making.
- Exemplary leadership skills required to develop, coach, empower, motivate and manage staff.
- A strong and enduring commitment to continuous improvement through business process re-engineering, implementation of new technology, organizational change management, and adherence to best practices.

Administrative Services Director III is an "At-Will" classification that is exempt from the provisions of the Civil Service Ordinance.



TYPICAL DUTIES

Duties may include, but are not limited to, the following:

- Plans, organizes and directs fiscal operations and activities in support of a large agency or department; directs and manages the development of fiscal goals, objectives, policies and procedures; ensures appropriate actions are taken to maximize stable long-term resources to support the agency or department's mission and long-term goals.
 - Develops and implements financial objectives, policies and procedures designed to maximize revenue reimbursement, utilization, and compliance with applicable local, state, and federal laws, rules and regulations, and County and agency or department guidelines.
 - Provides highly complex, ethical technical and policy advice to executive management regarding agency or department-wide financial, contracting and fiscal service issues having a significant impact on agency or department operations.
 - Directly and through subordinate staff, selects, trains, and supervises professional, technical, and clerical accounting staff; assigns and reviews work, establishes performance standards and evaluates work; provides or coordinates staff training with an emphasis on cross-training to avoid gaps and single points of failure; coaches and motivates direct reports to engage their subordinate staff; conducts performance evaluations; implements discipline procedures; ensures the provision of a high performing finance operation that delivers excellent customer service to the department, agency, County and clients.
 - Serves as the fiscal/financial subject matter expert for the agency or department and provides direction to mitigate risks and resolve the most difficult, complex and operationally impactful financial issues.
 - Serves as agency or department representative at various local and state work groups, committees and task forces, processing issues through both fiscal and policy lenses.
 - Reviews and assesses the impact of changes in the agency or department's funding streams and stays abreast of new regulations and program developments to ensure the long-term maximization of agency or department resources; develops and implements fiscal programs and procedures needed to qualify the agency or department for a variety of federal and state revenues.
 - Oversees the development of and adherence to fiscal policy consistent with County established policy and in accordance with Generally Accepted Accounting Principles (GAAP) and the Governmental Accounting Standards Board (GASB); ensures internal control policies and procedures are implemented, followed and will withstand regular auditing.
 - Performs other related duties as required.



TYPICAL QUALIFICATIONS

EDUCATION, TRAINING, and EXPERIENCE

Any combination of education and experience which has led to the acquisition of the required knowledge, skills and abilities. An example of qualifying education and experience includes:

Possession of a Bachelor's degree in Accounting, Business, Economics, Finance, Public Administration or related field AND,

Five (5) years of progressively responsible experience in administration, finance or accounting, which has at least four (4) years of management/supervisory level responsibilities for unit operations and program/policy development.

NECESSARY SPECIAL REQUIREMENTS

- Experience developing and managing budgets in a large complex, diverse organization.
- Experience performing research related to new legislation and changes in accounting principles/standards to determine impacts on operations financial statements and reporting requirements.

DESIRED

Experience with:

- Governmental accounting and auditing practices, procedures and standards including a demonstrated knowledge of GASB;
- Supervision of staff in a public-sector environment;
- Project management;
- Developing new and/or revised policies and procedures to adapt to internal and external policy changes or legal mandates.



RECRUITMENT PROCESS

To APPLY for this exceptional career opportunity, please send a **resume and a cover letter** which illustrates examples of your experience with all the following:

- Significant technical expertise in general accounting or auditing;
- Strategically developing and managing budgets in a large, complex, diverse organization;
- Developing, reviewing and monitoring contracts with external providers;
- Analyzing legislative or regulatory changes, or new accounting principles/standards for financial impact, include any recommended adjustments;
- Leading a major functional unit in a financial capacity; include the titles, sizes and functions of the staff you supervised;
- Making presentations to executive leadership, stakeholders and/or boards;
- Pursuing continuous improvement through business process re-engineering, implementation of new technology, or incorporation of best practices; and
- Developing, coaching and motivating staff.

Please do one of the following:

- E-mail your current resume and cover letter to Esmeralda.Oseguera@venturacounty.gov
- Submit an online application at www.venturacounty.gov/jobs and attach your current resume, cover letter and any additional materials for consideration.

RESUME EVALUATION

First review of resumes is anticipated to be on or around January 26, 2026. Submissions must include relevant work experience, training and education for the reviewer to properly assess qualifications. Reviews will be on a weekly basis thereafter.

Following a structured evaluation of the resumes, the most qualified candidates will be invited to a panel interview. The top candidates, as determined by the panel, may be invited to a second/final interview.

BACKGROUND INVESTIGATION: The selected candidate may be subjected to a thorough background investigation which may include inquiry into past employment, education, criminal background information, and driving record. In addition, the successful candidate may be subjected to Live Scan fingerprinting.

For further information regarding this recruitment, please, contact Esmeralda Oseguera by email at Esmeralda.Oseguera@venturacounty.gov or by telephone at (805) 477-7268.

