



COUNTY *of* **VENTURA**

COUNTY CHIEF FINANCIAL OFFICER

**Annual Salary:
up to \$337,476 (DOQ)
plus incentives**



APPLY TODAY!

THE POSITION

The County Chief Financial Officer (CFO) is an executive-level leader who assumes overall fiduciary responsibility for the County's financial operations and directs the countywide budget architecture. Working in close partnership with the County Executive Officer (CEO), the CFO leads the compilation, balancing, and issuance of the Preliminary Recommended Budget for annual public hearings, reviews all department and agency submittals, and presents formal budget recommendations to the Board of Supervisors.

Serving as the principal architect of the County's fiscal sustainability, the CFO oversees long-term and short-term debt management—including borrowing evaluations, bond issuances, debt service administration, and direct engagement with credit rating agencies, institutional investors, and the public. In addition, the CFO directs the development of multi-year financial forecasts, fiscal impact analyses, and General Fund General Purpose Revenue modeling to project the downstream effects of policy decisions.

Beyond core accounting and budgeting, the CFO coordinates countywide cost allocation schedules, rates, and user fees, ensures rigorous regulatory and grant compliance, and represents the CEO on key interagency committees and regional financing authorities.



THE IDEAL CANDIDATE

The ideal candidate is a politically astute, forward-thinking public finance executive with a proven record of managing complex multi-fund operations, overseeing effective asset management, and championing long-term fiscal sustainability within a high-functioning budget and finance team. Serving as a trusted fiduciary advisor to the County Executive Officer and the Board of Supervisors, the CFO brings deep technical mastery in balancing major operating and capital budgets, conducting multi-year expense and revenue forecasting, strengthening fiscal sustainability, and directing debt portfolios and rating agency engagements. Adept at navigating state and federal mandates, this strategic problem-solver translates intricate fiscal impact analyses and General Fund projections into clear, data-driven policies that protect the County's financial resilience.

Beyond technical expertise, the successful candidate is an exceptional communicator with demonstrated leadership skills who thrives under public scrutiny and during important, sensitive actions related to budgets, operations, and strategic pursuits. The candidate should possess the collaborative skills to build trusted partnerships across diverse county departments, elected bodies, and community stakeholders. As an empowering leader committed to operational excellence, the ideal CFO leverages current technologies, modern fiscal systems, a seasoned and dynamic staff, and sound change management practices to foster continuous improvement, inspire high-performing teams, and uphold the highest standards of public stewardship.



QUALIFICATIONS

Any combination of education, training, and experience that results in the required knowledge, skills, and abilities qualifies. Typical combinations include:

- A Bachelor's degree from an accredited college or university in Accounting, Finance, Public Administration, Business Administration, Economics, or a closely related field.
- Seven (7) years of progressively responsible executive or senior-level financial management experience in a complex public-sector agency (or comparable large-scale, multi-funded organization).

Scope of Experience: Qualifying background must include:

- Direct oversight of operational and capital budget development and analysis, fiscal forecasting, cost accounting, workload metrics, reimbursement streams, and enterprise financial systems.
- At least three (3) or more years of experience supervising professional-level finance/accounting staff and managing cross-functional teams.
- Demonstrated experience reporting to, or working regularly and closely with, a principal executive officer (e.g., County Executive/Administrator, Assistant Director, or elected governing board).

Desirable Qualifications:

- A Master's degree in Public Administration, Business Administration, Finance, Accounting, or a related discipline.
- Active credentialing as a Certified Public Accountant (CPA) or Certified Public Finance Officer (CPFO).

Extensive, qualifying senior-level financial leadership, education, and professional training that clearly demonstrates possession of the required knowledge, skills, and executive competencies may be considered on a year-for-year basis in lieu of education.

This is an at-will position and is exempt from the Civil Service Ordinance's provisions.

THE COUNTY OF VENTURA

Located along Southern California's picturesque "Gold Coast"—35 miles northwest of Los Angeles and 30 miles southeast of Santa Barbara—Ventura County spans 1,873 square miles with 43 miles of coastline. Home to nearly 850,000 residents across ten incorporated cities—Camarillo, Fillmore, Moorpark, Ojai, Oxnard, Port Hueneme, San Buenaventura (Ventura), Santa Paula, Simi Valley, and Thousand Oaks—the region offers an ideal Mediterranean climate with an average annual temperature of 74.2 degrees and convenient access via major highways and coastal rail.

Ventura County provides an exceptional quality of life anchored by safe communities, top-ranked public and private schools, and excellent healthcare. Residents enjoy year-round recreation, from sailing the Channel Islands and relaxing on pristine beaches to hiking the Los Padres National Forest. Featuring cultural landmarks like the Ronald Reagan Presidential Library and San Buenaventura Mission, alongside a thriving economy driven by agriculture, technology, and tourism, the county stands out as one of California's most desirable places to live and work.



COUNTY GOVERNMENT

Ventura County is a general law county governed by a five-member Board of Supervisors, each elected by district to four-year terms. The Board appoints a County Executive Officer (CEO) who oversees countywide day-to-day operations, directs the annual budget process, and acts as the Board's principal advisor on regional policy and intergovernmental affairs. Committed to transparent, high-integrity governance, the County prioritizes active community engagement, disciplined fiscal stewardship, and continuous operational excellence to foster an accountable, high-performance culture dedicated to delivering responsive public services.

Ventura County operates with an annual adopted budget of approximately \$3.4 billion and a dedicated workforce of more than 10,000 allocated positions across 26 agencies and departments. Together, these entities provide a comprehensive spectrum of regional services, including public safety, adult and child social services, an integrated healthcare system, regional airports, commercial harbor operations, environmental resource management, parks, and public works infrastructure. Alongside the Board of Supervisors, six countywide elected officials oversee critical constitutional functions: the Assessor, Auditor-Controller, Clerk-Recorder/Registrar of Voters, District Attorney, Sheriff, and Treasurer-Tax Collector.

THE COUNTY EXECUTIVE OFFICE

Serving as the administrative backbone of the County organization, the County Executive Office (CEO) leads the development and implementation of Board of Supervisors policies, oversees countywide administration, and directs the preparation and balancing of the County's \$3.4 billion budget. The Office is also responsible for workforce strategy—including recruiting and retaining high-caliber talent and negotiating and administering collective bargaining agreements with recognized labor organizations. Within this executive structure, the County Chief Financial Officer (CFO) serves as the CEO's principal advisor on countywide financial strategy, debt portfolio management, and long-term fiscal policies designed to preserve the County's strong credit profile and financial standing.

The County Executive Office maintains vital partnerships with the ten incorporated cities, special districts, state and federal agencies, and community-based organizations to address regional challenges collaboratively. Dedicated to continuous operational improvement, the Office delivers public services with fiscal discipline while fostering an organizational culture rooted in cross-agency coordination, transparency, and collaborative public service to effectively serve and represent the entire Ventura County community.



MISSION, VISION & GUIDING PRINCIPLES

Mission & Vision

Ventura County is dedicated to providing superior public service and support so all residents have the opportunity to improve their quality of life in a safe, healthy, and vibrant community. We build and foster public trust through an unwavering commitment to ethical behavior, transparency and accountability, service excellence, and the equitable, respectful treatment of all constituents.

Guiding Principles

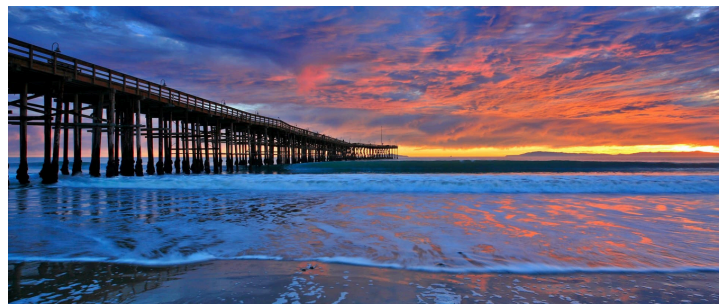
We serve our residents and business community through disciplined fiscal stewardship, strategic policy adoption, and cost-effective, customer-driven public services. By embracing modern technology and proven best practices, we continuously innovate to meet future regional needs. Central to our mission is an empowered, accountable workforce and a dedication to diversity, equity, and inclusion—ensuring all employees are treated with dignity while driving culturally responsive outcomes countywide.

WHAT WE OFFER

In addition to an annual base salary of \$229,553 to \$337,476 (DOQ)

The County Chief Financial Officer will receive an attractive benefits package that includes:

- **General Salary Increase:** A general salary increase of 3.5%, effective December 20, 2026, and 3.5%, effective December 19, 2027.
- **Educational Incentive:** may be eligible for 2.5%, 3.5%, or 5%, based on completion of an associate, bachelor's, or graduate degree from an accredited institution, not required for the position.
- **Retirement/Social Security:** Defined retirement benefits vest after 5 years of service. The County and you also each contribute to Social Security. For more information, visit: www.vcera.org. If you are eligible, you may establish reciprocity with other public retirement systems, such as CalPERS.
- **Health Plans:** Medical, dental, and vision plans for you and your dependents. A flexible credit allowance of up to \$1,024.11 biweekly.
- **Flexible Spending Accounts:** Increase your spending power by reimbursing you with pre-tax dollars for IRS-approved dependent care and health care expenses.
- **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 (Management Resolution, § 1202A).
- **Annual Leave Redemption:** The ability to "cash out" or redeem up to 100 hours of Annual Leave per year after using 80 hours. (Management Resolution, § 1207)
- **Holidays:** 13 paid days per year, including 1 floating holiday to use at your discretion.
- **Auto Allowance:** Auto allowance of \$575 per month.
- **Deferred Compensation:** You may elect to contribute to one or both of the County's deferred compensation plans (established under Internal Revenue Code sections 401(k) and 457). If you participate in the County-sponsored 401(k) plan, the County will match a part of your contribution up to 3% of your salary, on a per-pay-period basis. Following 5 years of continuous County service, an additional 2% non-elective contribution will be made to the 401(k) plan.
- **Other benefits include:** Disability Plans; Employee Assistance Program; County-paid Life Insurance; County-paid membership in professional organizations (related to position), Tuition Reimbursement; Benefit Reimbursement Program; Wellness Program; and WorkLife Program, which includes child care and elder care referrals.



HOW TO APPLY

To APPLY for this pinnacle opportunity, please submit a **resume and cover letter** that illustrate your qualifications for the position:

Submit in one of the following ways:

- Submit your resume and cover letter online at <http://www.venturacounty.gov/jobs>
OR
- **E-mail to:** Bill.Friedel@venturacounty.gov

This recruitment will remain open until filled. The first resume review will occur the week of **November 2, 2026**. Application materials submitted after that date will be reviewed on a rolling basis.

The County reserves the right to advance exceptionally qualified candidates forward in the process at any time, regardless of the review schedule. To receive prompt consideration, please submit your materials by the first review date. All relevant experience, training, and education must be included to determine eligibility.

For more information about this position, please contact Bill Friedel at (805) 654-2419 or at Bill.Friedel@venturacounty.gov



Interview Process

Well-qualified candidates, as evidenced by their résumés, may be invited to an initial screening interview, which may be conducted by phone, one-way video, or another format at the County's discretion. Candidates who advance will be invited to an in-person panel interview, and top finalists will then meet with the County Executive Officer for a final interview. The interview process may be consolidated or expanded based on the size and quality of the candidate pool.

Background Investigation

The selected candidate may be subject to a thorough background investigation, which may include inquiries into past employment, education, criminal history, and driving record. In addition, the successful candidate will undergo DOJ/FBI Live Scan fingerprinting.

Equal Employment Opportunity

The County of Ventura is an equal opportunity employer. We welcome applicants regardless of age, ancestry, color, disability, family or medical leave status, gender identity or expression, genetic information, marital or medical condition, military or veteran status, national origin, political affiliation, race, religion, sex (including pregnancy-related conditions), or sexual orientation.

Be a Part of Something Amazing