

# *The City of* HALLANDALE BEACH, FLORIDA



*invites your interest in the position of*

## FINANCE DIRECTOR

### THE OPPORTUNITY

The City of Hallandale Beach is searching for a new Finance Director. Serving as the City's Chief Financial Officer, he/she will be an experienced, service-oriented, and innovative finance professional. The ideal candidate will be a confident, strong, energetic, assertive, and ethically sound leader who can provide a vision for the Department, maintain the financial integrity of the City, be a strong team builder, and engender loyalty among staff. The Finance Director will lead and manage by example.



# HALLANDALE BEACH — AN OUTSTANDING OPPORTUNITY



## COMMUNITY

Home to over 39,500 residents, the City of Hallandale Beach comprises 4.63 square miles and is conveniently located between Fort Lauderdale and Miami, next to Aventura with access to the Fort Lauderdale/Hollywood and Miami International airports, Port Everglades, Port of Miami, and I-95. The City of Hallandale Beach is a beautiful oceanfront community located in the tropical paradise of South Florida.

The City of Hallandale Beach is known as a progressive community. The City proudly markets itself as a City of "Progress, Innovation, Opportunity." The City is known as the home of Gulfstream Park (horse racing and casino) which hosts the Pegasus Classic (the world's richest horse race) and Mardi Gras Casino, a greyhound racing track which hosts the World Classic. It also has a sizable financial district, with offices for a number of banks and brokerage houses. Due to the large number of tourists who eventually retire in the City, Hallandale Beach has one of the fastest-growing populations in Broward County and in Metro Miami.

Founded largely as a way station between Palm Beach and Miami, the settlement of Hallandale was the vision of oil and railroad tycoon Henry Morrison Flagler. Flagler was extending his Florida East Coast Railway (FEC) south to Miami and Key West as he was seeking produce from the rich, fertile lands he acquired.

Luther Halland was the son-in-law of Henry Flagler's land commissioner, James Ingraham. The Swedish son of an Iowa minister, Luther Halland was enlisted to entice Swedish farming families to relocate to an area he named after himself, Halland. The first area plats were filed in 1898. There were 12 original families. The first Postmaster added "ale" and the settlement became Hallandale. With the settlement, came a stop along the FEC Railway to move produce to market. Tomatoes were the major cash crop at the turn of the 20th Century. Luther Halland operated the largest trading post in the area and Hallandale became a major stop.

During the 1920s, the community continued to grow, but at a slower pace than nearby communities. The settlement wanted to distinguish itself from Hollywood and incorporated on May 14, 1927. The Great Depression stymied the growth of all South Florida communities. Hallandale, which was growing at a slower pace, was not as devastated by the Depression. However, the population remained virtually unchanged from the housing boom of the 1920s through the 1940s, with a difference of about 300 residents.

In the decade of the 1950's and early 1960's, Hallandale enjoyed a growth spurt. The population swelled from just over 3,800 in 1950 to almost 21,000 residents by 1966. High-rise condominiums and apartments were being built along the beach and east of Federal Highway; Hallandale was booming. After a lull in development, the City entered another growth spurt and grew to 36,000 residents by 1980. The U.S. Census Bureau shows an exodus during the next decade, before the City once again started to grow. During this time, the City's population began evolving from a predominantly retirement population to a younger community. In 1990, the average age of residents was 64.1 years of age; 52.7 years of age in 2000, and 46.7 years of age in 2010 according to the 2010, U.S. Census Bureau statistics.

Learn more by visiting the official site of the City of Hallandale Beach at:

[www.hallandalebeachfl.gov](http://www.hallandalebeachfl.gov)

or follow us via

[www.facebook.com/cityofhallandalebeach](https://www.facebook.com/cityofhallandalebeach)

## THE ORGANIZATION

A full-service City, Hallandale Beach has a total FY 2017/18 budget of \$126.6 million and a staff of 527 FTE / 51 PTE employees. The City is governed by a Commission-Manager form of government consisting of five elected officials; a Mayor, a Vice-Mayor and three Commissioners who establish legislative policies. The City Commission appoints the City Manager and the City Attorney. The City Manager serves as the Chief Executive Officer overseeing all departments and carries out the established legislative policies.

## THE DEPARTMENT

Reporting directly to the City Manager, the Finance Director directs the overall financial management of the City's Finance Department. With a staff of 20 and a general fund budget of \$1.5 million, the Finance Department supports the financial needs of a complex government organization and maintains the financial integrity of the City. The Department oversees financial functions to include: collection, disbursement and accounting of all monies received in accordance with generally accepted accounting principles; payroll administration; investment of cash balances; issuance of new debt instruments; audits and grants; oversight of outstanding debt covenants; utility billing and collections.

The Finance Director plans, directs, and coordinates the activities relating to accounting, investments, fiscal reporting, debt management, treasury functions including cash management and utility billing. The budget function is assigned to the Budget & Program Monitoring Department which reports directly to the City Manager.

## THE POSITION

The City is seeking a dynamic and proven leader, capable of strategic planning and directing the services of the Department and coordinating efforts with other divisions and City departments within a complex, fast-paced and lean environment. He/she must be open, honest, respectful, loyal and customer service oriented with exceptional oral and written communication skills. He/she must be a creative problem solver who is able to identify key issues in complex situations, evaluate options, and initiate and implement resolution. He/she must be a strategic and analytical thinker with courage to be a catalyst for continuous improvement. Ample experience in ERP systems is preferred.

## THE QUALIFICATIONS

Bachelor's degree in accounting, finance, business administration or related field; supplemented by ten or more years' progressively responsible experience in governmental accounting, finance and/or budget administration, including at least three years of supervisory management experience, or an equivalent combination of education and/or qualifications. Must have National Incident Management System (NIMS) certification or obtain within one year of employment. CPA, CGFO, CPFO license/certificates are preferred.

## THE IDEAL CANDIDATE

In evaluating applicants for this position, the City Manager will be looking for candidates who have the following knowledge, skills and attributes:

- Advanced knowledge of principles, standards, procedures and processes utilized in governmental accounting and finance administration
- Advanced knowledge of applicable federal, state and local regulatory laws, standards and requirements for governmental accounting and finance administration
- Advanced knowledge of principles, practices, methodologies and techniques utilized to effectively manage and motivate a diverse workforce
- Skill in application of principles and techniques utilized in business mathematics
- Skill in critical thinking for issues resolution, process mapping and process improvement recommendations.
- Skill in adapting to a changing work environment, competing demands and ability to deal with frequent change, delays or unexpected events
- Ability to exercise sound judgment and discretion in interpreting and implementing City policies, rules and regulations
- Ability to adjust and adapt program areas and operations under charge to new/changing situations resulting from new laws, decisions, or circumstances
- Ability to articulate, demonstrate and train others concerning current laws, standards and best practices as applied public sector accounting and finance administration
- Ability to establish and maintain effective and cooperative working relationships with those contacted in the course of work
- Ability to exercise sound judgment and maintain confidentiality regarding critical and sensitive information, records, and reports
- Fosters positive relations with outside auditors, pension administrators and actuaries.



## COMPENSATION AND BENEFITS

Salary placement within the following salary range is dependent on qualifications and experience:

**\$93,000 to \$175,000**

**Employee benefits are competitive, generous and include:**

- Paid Health Insurance with Employer Supplemented Dependent Insurance.
- Paid Dental Insurance with Employer Supplemented Dependent Insurance.
- Paid Vision Insurance.
- Paid Life and AD&D Insurance.
- Paid Short Term Disability.
- 401 (a) Retirement Plan and Deferred Compensation Plan.
- 401 (a) Voluntary City Match Plan.
- Paid Holidays.
- Generous Paid Sick and Vacation Annual Leave.
- And More.

## HOW TO APPLY

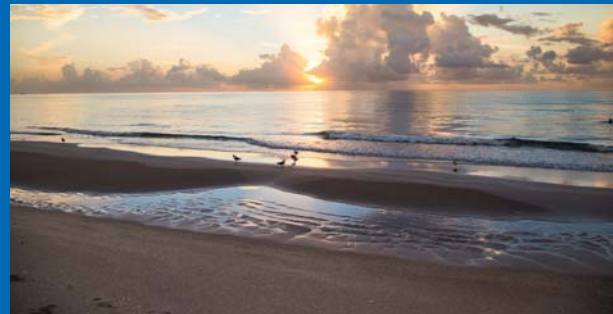
For additional information on this outstanding opportunity, please contact W. D. Higginbotham, Jr., Senior Vice President, The Mercer Group, Inc. at 727-214-8673, [WDHiggin@mercergroupinc.com](mailto:WDHiggin@mercergroupinc.com) or visit [www.mercergroupincflorida.com](http://www.mercergroupincflorida.com)

**Qualified candidates are encouraged to send a letter of interest and resume electronically by the close of business on February 23, 2018:**

**W. D. Higginbotham, Jr.,  
Senior Vice President  
The Mercer Group, Inc.  
Daytona Beach Shores, Florida  
Email - [WDHiggin@mercergroupinc.com](mailto:WDHiggin@mercergroupinc.com)**

*Resumes are subject to the provisions of Florida Public Records Statutes*

*The City of Hallandale Beach is an Equal Opportunity Employer. The City of Hallandale Beach does not discriminate on the basis of race, color, religion, creed, sex, age, marital status, national origin, political ideas, or disability in employment or in the provision of services.*



**The Mercer Group, Inc.**  
*Consultants To Management*