

CHIEF FINANCIAL OFFICER

City Of Missouri City, Texas



MISSOURI CITY

EXECUTIVE
RECRUITMENT
PROVIDED BY



ABOUT MISSOURI CITY

Missouri City, Texas, known as the “Show Me City,” is a vibrant and diverse suburban community located abutting the City of Houston and Sugar Land city limits, located approximately 20 miles southwest of downtown Houston. Covering 29.8 square miles, Missouri City is primarily part of Fort Bend County, one of the fastest-growing counties in the nation, and benefits from the economic vitality of the greater Houston-The Woodlands-Sugar Land metropolitan area, which has a population of over 7.3 million. With a diverse population of approximately 88,000, Missouri City offers a unique blend of metropolitan conveniences and suburban quality of life.

Missouri City is a home-rule municipality operating under a council-manager form of government. The City Council consists of seven members, including the Mayor, with the Mayor and Council Members serving staggered three-year terms. The Mayor is elected at-large, while the other four Council Members represent specific districts. The City Council appoints a professional City Manager who is responsible for managing the day-to-day operations of the city, including oversight of city departments and implementing policies established by the Council. In addition to the City Manager, the City Council also appoints the City Attorney, City Secretary, and the Municipal Court Judge.

Missouri City is celebrated for its high-quality development standards, earning it the prestigious Platinum Scenic City designation—an honor held by only a few cities in Texas. The community is a magnet for families and professionals, thanks to its strong sense of community, excellent schools, and abundant green spaces, parks, and recreational facilities. The city is served by the highly regarded Fort Bend Independent School District and offers proximity to several higher education institutions, including Houston Community College, Rice University, and the University of Houston.

Missouri City is committed to long-term sustainability, focusing on its Strategic Goals, particularly in the area of ‘Maintaining a Financially Sound City Government.’ The City’s commitment to financial health involves maintaining a fiscally responsible organization by prioritizing effectiveness, high-quality services, and robust infrastructure. These strategies not only foster a stable financial environment but also ensure that the community continues to thrive and provide quality services that attract residents and businesses alike.

Residents of Missouri City enjoy a rich quality of life with easy access to major amenities and services. These include the Texas Medical Center, Houston’s professional sports teams, and a variety of shopping and dining options. The city’s diverse population, excellent public services, and strategic location near major transportation corridors make it an ideal place to live, work, and play.



THE OPPORTUNITY

Missouri City is seeking an experienced and dynamic Chief Financial Officer (CFO) to join its leadership team. This is a unique opportunity for a seasoned financial professional to lead a department that plays a critical role in maintaining the city's financial health and supporting its continued growth and development.

As CFO, you will oversee all financial operations, including budgeting, accounting, financial reporting, treasury, and procurement within the Financial Services Department, which consists of 20 dedicated professionals responsible for maintaining the city's fiscal integrity. You will be joining a dynamic organization of 435 full-time employees, contributing to the overall success of the city's operations. The CFO will ensure that Missouri City's financial practices are sound, innovative, and compliant with all applicable federal, state, and local regulations. This role reports directly to the City Manager's Office and is a key strategic partner in the city's leadership team, contributing to the development and execution of long-term financial plans and policies. Professionalism and fostering continuous professional development are key attributes of the City staff team.

Missouri City's financial landscape is supported by a robust mix of revenue streams, with property taxes and sales taxes serving as the primary sources. In FY 2025, the city's proposed budget includes \$78.5 million from property taxes, reflecting a 15.24% increase over the previous year, and \$22.3 million from sales and other taxes, which have grown by 10.32% compared to FY 2024. As a home rule city in Texas affording great autonomy and flexibility, the City's diverse revenue base includes charges for services, franchise fees, and other sources, ensuring a stable financial foundation for ongoing operations and capital projects.

Financial Services Mission Statement:

We serve as a financial resource to the citizens, employees and other stakeholders by implementing sound and innovative practices in accordance with federal, state and local guidelines.



KEY RESPONSIBILITIES

- **Financial Leadership:** Provide strategic direction for all financial operations, including the development and implementation of financial policies, procedures, and internal controls to safeguard the city's assets. Collaborate closely with other city departments to ensure financial strategies align with operational needs, facilitating the provision of superior municipal services to the community.
- **Budgeting:** With the City Manager's Office, support the preparation, presentation, and management of the city's overall annual budget and Capital Improvement Plan. Working with financial advisors and bond counsel, plus the internal stakeholders, ensure that long-term debt proceeds are managed and structured for optimal reinvestment in City infrastructure assets. The FY 2025 proposed budget for the Financial Services Department is \$3.1 million, and the CFO will play a vital role in aligning the budget with the city's strategic priorities.
- **Financial Reporting:** Ensure timely and accurate financial reporting, including the preparation of the Annual Comprehensive Financial Report (ACFR). Maintain the City's long-standing tradition of financial excellence, having received the Government Finance Officers Association's (GFOA) Certificate of Achievement for Excellence in Financial Reporting for 41 consecutive years, and uphold the City's "Aa1" credit rating from Moody's Investors Service.
- **Treasury Management:** Manage the city's cash flow, investments, and debt portfolio. In FY 2025, Missouri City's general fund sales tax revenue is projected to be \$22.3 million. Property taxes, the largest revenue source, are expected to generate \$78.5 million. The CFO will be responsible for optimizing these revenue streams to support the city's operations and capital projects.
- **Procurement:** Oversee the City's procurement activities, ensuring compliance with all relevant laws and regulations. The CFO will also lead efforts to support departments in achieving their financial goals.
- **Strategic Planning:** Collaborate with the City Manager and other department heads to develop and implement strategic initiatives that support the city's long-term vision. This includes participating in economic development projects, assessing fiscal impacts, and advising on financial strategies that promote growth and sustainability. The CFO and team are expected to provide management with reliable, straightforward, clear and honest assessment of opportunities and investment choices.





IDEAL CANDIDATE PROFILE

The ideal candidate for Missouri City's CFO will be a forward-thinking, results-oriented financial leader with a proven track record of success in municipal finance. This role operates in a fast-paced environment with high expectations, requiring the ability to manage multiple priorities while delivering superior results. The candidate should possess strong analytical and strategic planning skills, along with the ability to communicate complex financial information clearly and effectively to diverse audiences, including the City Council, city staff, and the public. The CFO has a strong team of professionals and consultants to meet City obligations for services and is expected to 'lead from the front,' supporting the team, setting a positive example, and guiding their collective success.

Key Qualifications:

- Bachelor's degree in finance, accounting, or a closely related field. A master's degree in business administration, finance, or a related discipline is preferred.
- A minimum of seven years of progressively responsible experience in public sector finance, including supervisory experience.
- Certification as a Certified Public Accountant (CPA), Certified Government Finance Officer (CGFO), or Certified Public Finance Officer (CPFO) is highly desirable.
- Demonstrated experience in budget development and management, financial reporting, treasury management, and procurement.
- Strong leadership and management skills with a focus on collaboration, transparency, and accountability.
- Ability to build and maintain effective working relationships with elected officials, city staff, and external stakeholders. An experienced leader able to translate complex information and give reliable even-handed advice is required.
- In-depth knowledge of municipal finance laws, regulations, and best practices. Extensive knowledge of economic development tools, long-term debt rules, and property tax structures, particularly within the State of Texas, are desired.

COMPENSATION AND BENEFITS

Missouri City offers a competitive salary and benefits package. The salary for the Chief Financial Officer is +/- **\$175,000**, dependent on qualifications. The city provides a comprehensive benefits package and leave time that includes:

- **Medical Insurance:** Employees can choose from three UnitedHealthcare plans, including HMO, HSA, and PPO options, with varying deductibles and co-pays to suit different needs. The city contributes to the Health Savings Account (HSA) for eligible employees, with contributions of \$1,250 for individual coverage and \$2,250 for family coverage.
- **Dental and Vision Insurance:** Coverage includes preventive, basic, and major dental services, as well as vision care through UnitedHealthcare, with options for annual exams, glasses, and contact lenses. The city provides basic life and AD&D insurance at no additional cost, with the option to purchase additional coverage for employees and their dependents. Long-term disability insurance is provided by the city, covering 66.67% of the employee's salary, with a monthly maximum benefit of \$10,000.
- **Retirement Plan:** Employees participate in the very attractive and desirable Texas Municipal Retirement System (TMRS), with a 2:1 employer match on employee contributions, vesting after five years of service, and retirement eligibility at 20 years or age 60 with 5 years of service.
- **Additional Benefits:** Along with access to an Employee Assistance Program (EAP), Flexible Spending Accounts (FSA), and various voluntary supplemental products through AFLAC, the City also offers paid vacation and sick leave, relocation expenses for out-of-town/state candidates, as well as a car allowance and a cell phone allowance.

APPLICATION PROCESS

[Please apply online](#)

For more information on this position, contact:

Clay Pearson, Senior Vice President
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713-816-8639



The City of Missouri City, TX, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists will be subject to a comprehensive background check.

RESOURCES

City of Missouri City Website
missouricitytx.gov

Financial Services Department
missouricitytx.gov/835/Financial-Services

Missouri City Chamber of Commerce
missouricitychambers.com

