

# DIRECTOR OF FINANCE

The City of Oakland invites experienced finance professionals to apply for this key role, leading a dedicated team and helping manage the City's financial operations.

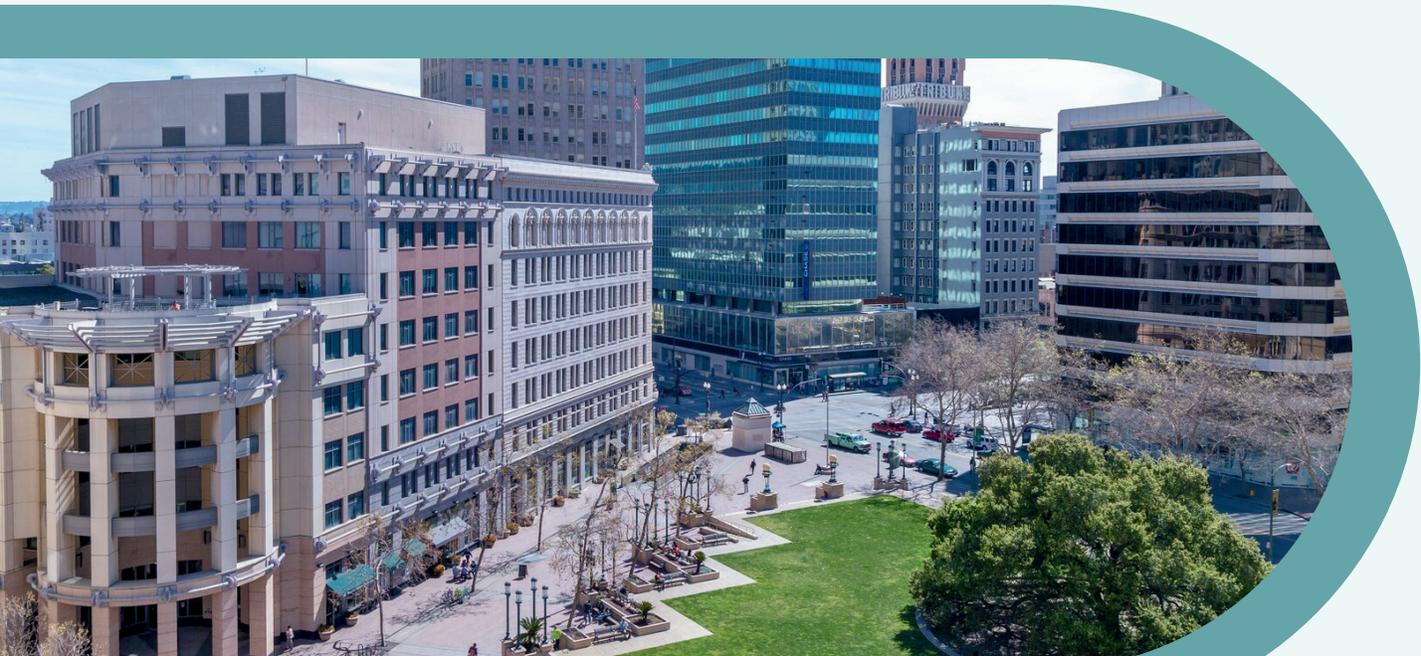


**CITY OF  
OAKLAND**

# OAKLAND, CA

Oakland, California, is a thriving urban center renowned for its diversity, innovation, and strategic location in the San Francisco Bay Area. As the county seat and largest city in Alameda County, Oakland offers a unique blend of opportunities for professionals seeking to make a significant impact in the financial sector. It operates its own police and fire departments, library system, and public works services. The City is supported by a FY 2024-25 total budget of approximately \$4 billion, including a General Purpose Fund budget of over \$700 million. More than 4,500 full-time employees support Oakland's operations, the majority of whom are represented by a variety of employee unions.

Oakland offers a vibrant arts and culture scene, diverse culinary experiences, and numerous recreational amenities, making it an attractive destination for professionals seeking a balanced lifestyle. Oakland's dynamic environment presents unparalleled opportunities for finance leaders to drive innovation, influence economic development, and contribute to the city's growth. Whether you're looking to lead in a corporate setting, engage with community-driven initiatives, or shape the future of financial services, Oakland provides the platform to make a lasting impact.



# CITY GOVERNMENT

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## MAYOR

The City of Oakland operates under a Mayor-Council form of government. The Mayor, elected at-large for a term of four-years, leads the executive branch and appoints the City Administrator, who oversees daily operations across all departments. In May 2025, Barbara Lee, longtime U.S. Congressional Representative and the first Black woman elected Mayor of Oakland, was sworn in as the City's 52nd Mayor. Her administration is focused on transparent, accountable leadership and delivering meaningful results for Oakland residents..

## CITY COUNCIL

The City Council consists of eight members – seven elected by district and one at-large – serving staggered four-year terms. The Council sets citywide priorities, adopts ordinances, approves the budget, and appoints members to boards and commissions. Council information is available [here](#).



## CITY SERVICES

Oakland is a full-service city with approximately 4,200 employees and an annual budget exceeding \$1.3 billion. The City provides a wide range of essential services, including police, fire, public works, violence prevention programs, parks, libraries, and more. [Learn more about Oakland City Services.](#)



# FINANCE DEPARTMENT



The Finance Department plays a critical role in maintaining the City of Oakland's financial health. It oversees a wide range of services, including accounting, budgeting, treasury, payroll, purchasing, procurement, revenue collection, and retirement administration for the City's legacy self-funded plan. The department also manages warehousing and inventory, mail services, debt and investment portfolios, tax and parking collections, and supports the City's legislative efforts at the state and federal levels.

As a key advisor to City leadership and departments, the Finance Department provides strategic guidance on fiscal planning and operational budgeting. It establishes financial policies and procedures, tracks citywide performance metrics, and leads financial and management audits to ensure compliance, transparency, and accountability. The next Director of Finance will lead this dynamic department with a strong focus on innovation, efficiency, and long-term financial sustainability.



CITY OF  
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# DEPARTMENT BUREAUS

## ADMINISTRATION

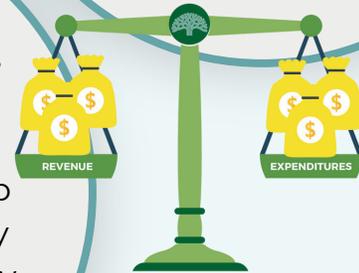
Oversees internal operations of the Finance Department, supporting strategic planning, personnel management, and coordination across bureaus to ensure effective service delivery.

## REVENUE MANAGEMENT

Administers the collection and enforcement of City revenues, ensuring compliance with tax laws and ordinances while maximizing revenue recovery.

## BUDGET

Develops and manages the City's budget, providing financial analysis and guidance to align resources with City priorities and community needs.



## CONTROLLER

Maintains the City's financial records, ensures accurate reporting and payments, manages vendor data, and oversees audits and financial compliance.

## TREASURY

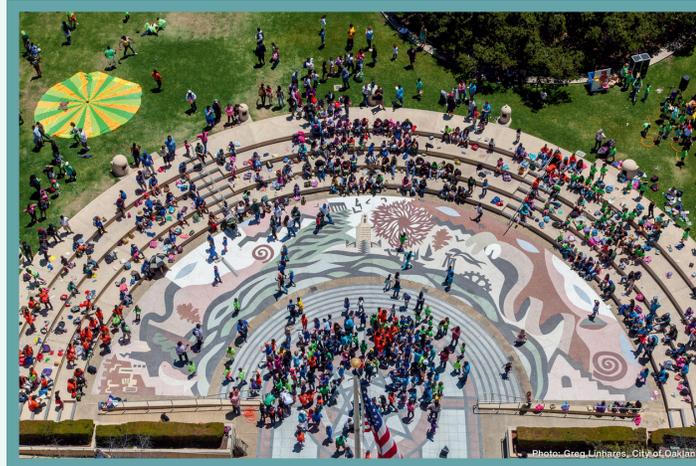
Manages the City's investments, debt, payroll, and retirement systems, safeguarding financial assets and ensuring timely payments and benefits.



# THE POSITION

## PRIMARY RESPONSIBILITIES

- Overseeing and guiding all of the City's core fiscal functions, including accounting, treasury, payroll, retirement, revenue collection, procurement, and budget development — by leading and supporting a team of highly skilled professionals.
- Managing the flow of City funds by monitoring receipts and expenditures, ensuring fiscal integrity, and maintaining a balanced budget while identifying innovative strategies to increase revenues, control costs, and strengthen long-term financial sustainability.
- Developing and implementing department-wide goals, policies, and procedures that promote transparency, accountability, and operational excellence across all financial functions.
- Reviewing and updating the City's investment policies to optimize earnings, managing municipal debt, and cultivating strong relationships with rating agencies and financial partners to maintain investor confidence and support successful bond issuances.
- Ensuring compliance with legal and professional accounting standards by overseeing internal controls, audit processes, and the accurate preparation of financial statements; modernizing financial practices through the smart use of technology and data-driven systems.
- Advising the City Administrator on key fiscal challenges and opportunities, analyzing emerging financial trends, and offering strategic recommendations to enhance service delivery and organizational efficiency.
- For additional information, review the [classification specification](#).



# THE IDEAL CANDIDATE

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The City of Oakland is seeking a strategic, solutions-driven executive to serve as its next Director of Finance — an extraordinary opportunity for a seasoned leader ready to modernize and elevate a core civic function. Building on recent progress, the next Director will have the chance to strengthen operations, close long-standing gaps, and lead a department that is central to both fiscal responsibility and equitable citywide outcomes.

Oakland's Finance Department is complex and decentralized, with bureau leaders functioning at the level of assistant directors. The new Director will bring the clarity and cohesion needed to align these bureaus under a unified vision, while also centralizing critical functions like payroll, purchasing, and contracting. A firm grasp of municipal finance is essential, including capital project oversight, IRS regulations, and compliance standards, as is familiarity with the broader financial landscape: the City's retirement system, redevelopment agency, joint powers authorities, and the Port of Oakland.

This role calls for a forward-thinking leader who can finish what was started. The City's ERP system conversion remains incomplete, with vital modules, such as fixed assets, loans and notes, and timekeeping — still under development. The next Director will guide these efforts while addressing internal audit and process risks, ensuring the City's financial infrastructure is strong, transparent, and equitable.

Oakland is also at a turning point in its leadership pipeline. With upcoming retirements and gaps in institutional knowledge below the division head level, the Director must invest in staff development and succession planning. This includes delivering hands-on training, especially in payroll and procurement, and fostering a culture of continuous learning and accountability. A strong equity lens will be essential; ensuring that systems and practices support fair outcomes and inclusive access to resources across the City.



In summary, the Director of Finance will join a high-performance leadership team that values honesty, integrity, and collaboration, and is committed to driving innovation across a progressive and complex municipal organization. The ideal candidate is a thoughtful and resilient leader who thrives on solving tough problems, brings a people-centered approach to leadership, and sees this role as a long-term opportunity to build something lasting, for the organization, for the residents of Oakland, and for the future of public finance in one of California's most diverse and dynamic cities.

# REQUIREMENTS

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*The following qualifications are guidelines, as the appointing authority has broad discretion in filling positions in this classification.*

## EDUCATION

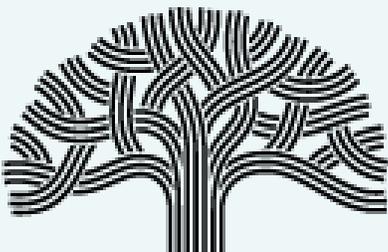
- Bachelor's degree in accounting, economics, finance, public or business administration or a related field. A Master's degree is highly desirable.

## EXPERIENCE

- Seven years of progressively responsible financial management experience in a diverse organization with oversight of accounting and budgeting operations, including at least three years as a supervisory or managerial experience. Public sector experience is highly desirable.

## LICENSE/CERTIFICATE

- Individuals appointed to this position will be required to demonstrate the ability to travel to various locations in a timely manner as required in the performance of duties.
- Certified Public Accountant certificate, certificate in procurement management, and accreditation by the Government Finance Officers Association (GFOA) is desirable.



# COMPENSATION & BENEFITS

The City of Oakland offers a competitive compensation and benefits program. The salary range for this position is \$209,065 to \$313,599. Salary is negotiable within the defined range depending on qualifications.

- Benefits include generous medical insurance, life insurance, automobile allowance, paid holiday, vacation, sick leave, management leave, public sector retirement (CalPERS 2.5% at age 55 classic member and 2% at age 62 for PEPRA member), and voluntary deferred compensation. See the City's [2025 Benefits Matrix](#) for additional information.
- Auto allowance: \$350 per month.
- Leave Accruals: Vacation, Management Leave, Paid Holidays (12 plus one floating), and Sick Leave (12 days annually).
- Professional Development / Conferences: Frequent participation is expected and encouraged.
- Other Benefits: Flexible Spending Accounts and credit union services.



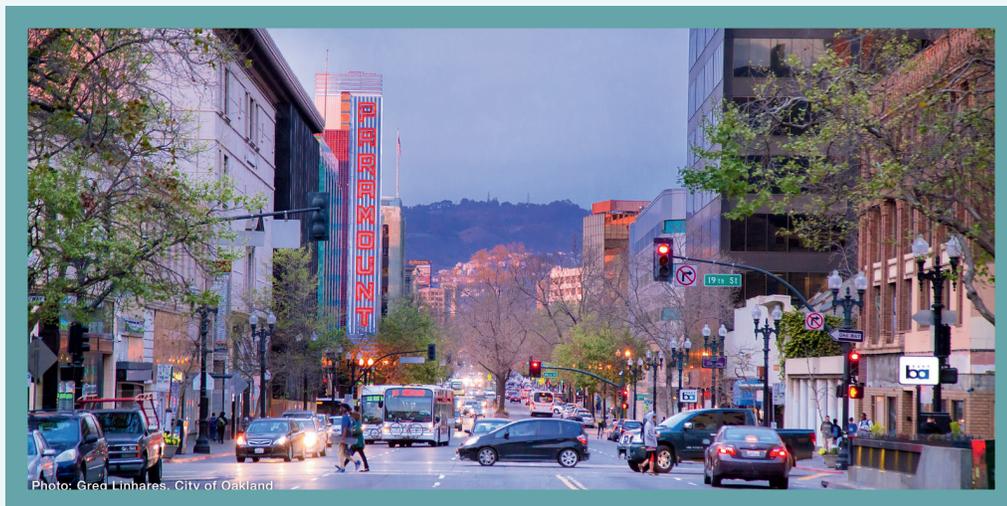
# HOW TO APPLY

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Applications will be accepted at  
[www.governmentjobs.com/careers/oaklandca](http://www.governmentjobs.com/careers/oaklandca).

The filing deadline has been extended to July 31, 2025; however, applications received by July 21, 2025, will receive first consideration.

To be considered, please submit your resume and cover letter outlining the background and experience that makes you the ideal candidate electronically through the city's online applicant portal. Email Aletta Francis at [AFrancis@oaklandca.gov](mailto:AFrancis@oaklandca.gov) with any questions about the recruitment process.



The City of Oakland is an equal opportunity employer that values workforce diversity, inclusion, and equity. Oakland has a long history of activism around issues of justice and equity. Both oppression and this resistance to oppression have shaped the city's historical roots and the lives of its residents to this day. As public servants in one of the most diverse cities in the nation, we strive to develop employees who understand the harm and impacts of systemic inequity to create lasting, meaningful outcomes for everyone. Oakland strives to establish an environment that embraces the richness of culture, community, and individualism of employees.