



LAGRANGE
GEORGIA



CHIEF FINANCIAL OFFICER

ERS | EXECUTIVE
RECRUITMENT
SOLUTIONS

AN OPPORTUNITY TO MAKE A DIFFERENCE

The award-winning and vibrant City of LaGrange, Georgia (population approximately 32,792) is conducting a national search **for the first ever newly established position of Chief Financial Officer, (CFO)**. The CFO will develop and implement accounting policies, coordinate internal control policies, and provide strategic financial analysis to the City Manager. Additionally, the CFO oversees all financial and complex municipal utility systems such as electric, natural gas, water, wastewater, telecommunications, and sanitation.

The ideal candidate will be a proven strategic and financial leader who empowers staff through collaboration, sound financial analysis, and effective decision-making. LaGrange employs 460 full-time employees across 7 main departments. The FY 2026 adopted budget is approximately \$164 million. The Chief Financial Officer reports directly to the City Manager. Candidates interested in a rewarding career in public service with a leading Georgia local government are encouraged to apply.



THE CITY OF LAGRANGE, GEORGIA

The City of LaGrange is a culturally diverse community and a great place to live, work, play, raise a family, or just visit. Located less than an hour from the world's busiest airport in Atlanta, conveniently located off Interstate 85 and 185, LaGrange is a regional hub for advanced manufacturing with a great job base. The City is home to a wide variety of manufacturing and service businesses with sufficient water, sewer, natural gas, and electricity infrastructure to support growth expansion needs.

The City's medical facilities are first rate with the hospital consistently ranked one of the best in Georgia. With all the modern conveniences of the 21st century, LaGrange has managed to retain its small-town charm, which is something the City hopes to preserve. The City's beautiful downtown is complete with parks, fountains, busy streets with great restaurants, and locally owned businesses. Within a few minutes from downtown, visitors and residents enjoy activities such as fishing for bass in West Point Lake, Broadway caliber musicals at LaGrange College, listening to concerts by an acclaimed Symphony Orchestra, and first-class recreation facilities.

The City of LaGrange's diverse cultural heritage makes it a tourism destination with such sites as Hills and Dales Estate, Bellevue, and the Legacy Museum to name a few. From its time as a leader in early industrial growth, the City of LaGrange's economy continues to grow and expand from a focus on textiles in the early 20th century into other sectors. The location of KIA Motors Manufacturing in nearby West Point will continue to influence the business economy in LaGrange along with a recently announced Google datacenter.



CITY GOVERNMENT

The City of LaGrange, Georgia was incorporated in 1828 and operates under a council–manager form of government with the Mayor presiding over all Council meetings and other public functions as the ceremonial head of the City. Policy-making and legislative authority are vested in a six-member City Council. The Council appoints the City Manager as the City’s chief administrative officer, who in turn appoints the various department heads.

The City is organized into eight departments: Administration, Community Development, Finance, Information Technology, Police, Fire, Public Services, and Public Utilities. The City also has strong ties with Visit LaGrange, Friends of the Thread, and various development authorities, one of which operates the Sweetland Amphitheater.

RESPONSIBILITIES OF THE CHIEF FINANCIAL OFFICER

Supported by a dedicated, hard-working team of 4 full-time professionals, the Finance Department’s functions are comprehensive and organized under the Accounting Manager, such as Purchasing, Risk Management, Audit, Accounts Payable, Miscellaneous Invoicing, Utility Back Office, Debt Management, Treasury, Budget Support and Utility Analysis.

The Finance Department takes pride in maintaining it’s A+/Stable bond rating from Standard and Poor’s. This rating is a testament to the City’s continued strong financial position, tradition of prudent fiscal decisions, and resilient economic base. All departments contribute to this achievement through high levels of service and proactive financial management.

Additionally, the Chief Financial Officer oversees all financial operations of the City, including governmental functions and complex municipal utility systems such as electric, natural gas, water, wastewater, telecommunications, and sanitation.

The CFO is responsible for maintaining the City’s financial integrity, safeguarding public assets, leading long-term financial planning, and ensuring fiscal accountability across all departments. This executive position directs all finance-related functions, including accounting, asset management, auditing, purchasing, treasury, risk management, debt management, and financial reporting.

The CFO serves as a strategic advisor to the City Manager and department managers on budget development, utility finance, debt and credit management, revenue analysis, payroll, and organizational strategic planning. **For a complete list of duties and qualifications, please refer to the full job description available [online](#).**

THE IDEAL CHIEF FINANCIAL OFFICER CANDIDATE

The ideal candidate will be a proven financial leader with a demonstrated record of achievement in financial management, reporting, and organizational leadership. This individual will possess strong management skills and the ability to develop and implement policies and procedures across the full range of financial functions, including accounting, accounts payable, purchasing, risk management, debt management and issuance, and payroll.

This role is responsible for developing and maintaining accounting policies and practices in compliance with Generally Accepted Accounting Principles (GAAP), Governmental Accounting Standards Board (GASB) guidance, and Government Finance Officers Association (GFOA) best practices. The position coordinates internal control policies across City departments, leads efforts to identify and resolve financial control issues, and provides strategic financial analysis and reporting to the City Manager.

The ideal candidate will be able to interpret complex financial data, reports, and memoranda; perform advanced financial and quantitative analyses; and demonstrate proficiency in Excel and other relevant software applications. The role ensures the timely and accurate completion of all financial reports required by City Code and by state and federal authorities.

EDUCATION AND EXPERIENCE

Any combination of education and experience that would provide the required knowledge and abilities is qualifying.

Experience: This position requires an experienced professional with a minimum of five years of increasingly responsible municipal, county, or state financial management experience including a minimum of two years in a senior leadership or executive role such as CFO, Finance Director, Budget Director, or Assistant Finance Director role. This position requires a track record of success and knowledge in governmental accounting, budgeting, forecasting, financial control systems, and GASB standards. Experience with municipal enterprise utilities is strongly preferred.

Education: Equivalent to a Bachelor's degree from an accredited college or university in Accounting, Finance, Economics, or Business Administration. A Master's degree in Business Administration, Finance, or accounting is preferred.

License or Certificate: CPA, CPFO, CGFO, or similar professional certification is highly desirable.

Review of Qualifying Experience and Education: Executive Recruitment Solutions will assist the City Manager in the screening and evaluation of resumes to determine the appropriate match of professional experience and education. Each candidate will be required to present his/her own career history and credentials to highlight his/her accomplishments and ability to lead this organization.

COMPENSATION

The salary for this position is very competitive and will depend upon qualifications. The City of LaGrange provides an excellent management benefits package and will assist with reasonable relocation expenses. **There is no residency requirement**, however, it is encouraged to live within 1 hour of the City.

City of LaGrange Benefits & Total Rewards

The City of LaGrange offers a highly competitive benefits package designed to support employee health, wellbeing, and financial security. The City invests significantly in employee healthcare, covering approximately 80% of total medical plan costs, and provides multiple benefit options to meet the needs of employees and their families.

Health Coverage Designed for Choice & Access

The City provides two medical plan options using the Aetna provider network, with preventive care covered at 100%. Prescription drug coverage is provided through US-Rx Care, with additional savings through the Angel-Rx Pharmacy Savings Program, where many qualifying medications may be filled at \$0 cost. Employees also have access to Teladoc virtual care with \$0 copay visits, making healthcare convenient. The City also offers tax-advantaged accounts including an HSA (with City match when enrolled in the HDHP) and Flexible Spending Accounts for healthcare and dependent care expenses.

Dental, Vision & Wellness Support

Dental and vision plans support routine preventive care and broader needs through Mutual of Omaha (vision powered by EyeMed). In addition, the City offers a comprehensive wellness program including unlimited health coaching and digital resources to support long-term wellbeing. An Employee Assistance Program (EAP) is also available, providing confidential counseling and work-life support services for employees and household members.

Financial Protection & Peace of Mind

The City provides employer-paid \$50,000 Basic Life & AD&D coverage and employer-supported disability protection, ensuring a strong safety net for employees and their families.

Pension & Retirement Benefits

A key differentiator is the City's exceptional retirement package, including a 100% employer-paid traditional Defined Benefit (DB) Pension Plan, along with additional opportunities for long-term savings through a 401(a) plan and a 457(b) plan.

Paid Time Off that Supports Balance and Sustainability

The City provides a strong leave package:

Vacation: Negotiable

Sick Leave: 12 paid sick days per year, accrued bi-weekly

Holidays: 10 paid holidays annually

TO BE CONSIDERED



Interested candidates may apply for this career opportunity by submitting a resume and compelling cover letter detailing how their experience matches the City's best interests. In addition, candidates should include at least five work related references and current salary via email to apply@executiverecruitmentsolutions.com. Candidates are asked to **apply by Friday, February 27, 2026**. This position is open until filled. Interviews will be held in early March. It is anticipated that the Chief Financial Officer will join the City of LaGrange at a mutually agreeable date, ideally in April 2026 or sooner.

This is a highly confidential search process. References will not be contacted until mutual interest has been established. Confidential inquiries are welcomed and should be directed to Robert Burg, President, Executive Recruitment Solutions at (805) 264-2663.



<https://www.lagrangega.gov/>



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