



Newport News • Virginia

invites your interest in the position of

Director of Finance



Recruitment Services Provided by Ralph Andersen & Associates

An Opportunity to Make a Difference

The award-winning and vibrant City of Newport News, Virginia (population 186,247) is conducting a national search for an experienced Director of Finance. The Director will develop and implement accounting policies, coordinate internal control policies, and provide strategic financial analysis to City leadership. Additionally, the Director will manage the City's debt portfolio, oversee senior finance staff, and ensure the Department budget aligns with forecasts.

The ideal candidate will be a proven strategic and financial leader who empowers elected officials and staff through collaboration, sound financial analysis, and effective decision-making. Newport News employs 3,600 full-time employees across 17 departments. The FY 2026 adopted budget is approximately \$1.1 billion. The Director of Finance and Department report directly to the Senior Deputy City Manager Finance and Administration.

Why the City of Newport News?

Newport News, recently named an All-America City in the summer of 2024, is located along the Hampton Roads harbor banks in southeastern Virginia. It is a major East Coast port and one of the Commonwealth's largest cities, with a rich heritage dating back to the founding of the United States. Newport News and surrounding areas offer safe and family-friendly neighborhoods, high-quality schools, and access to many recreational and cultural opportunities, such as the Ferguson Performing Arts Center, the Virginia Living Museum, and the Noland Trail.

Newport News abuts the City of Hampton and is minutes away from Newport News/Williamsburg Airport, Norfolk International Airport, and Richmond International Airport, which serve the Hampton Roads region. Amtrak connects to Newport News on the Northeast Regional line.

The City is home to Christopher Newport University, a public liberal arts university with an enrollment of approximately 5,000 students. Hampton University, Old Dominion University, and Norfolk State University are in neighboring Hampton and Norfolk, and the College of William and Mary is situated in historic Williamsburg.

The City's major industries are shipbuilding, research, and defense. Huntington Ingalls Industries is the region's largest employer, with a workforce of 24,500 in its Newport News Shipbuilding division.



About Newport News

The City of Newport News operates under the Council-Manager form of government. Six City Council members are elected from three districts – North, Central, and South – while the Mayor is elected at-large. Elections are nonpartisan and members serve staggered four-year terms.

Vision

A diverse and prosperous waterfront city of science, technology, innovation and art where people come together as a vibrant, inclusive community.

Mission

To enhance the quality of life in the City of Newport News for current and future generations to thrive.

Values

- Community Engagement
- Opportunity for All
- Creativity and Innovation
- Stewardship
- Fun

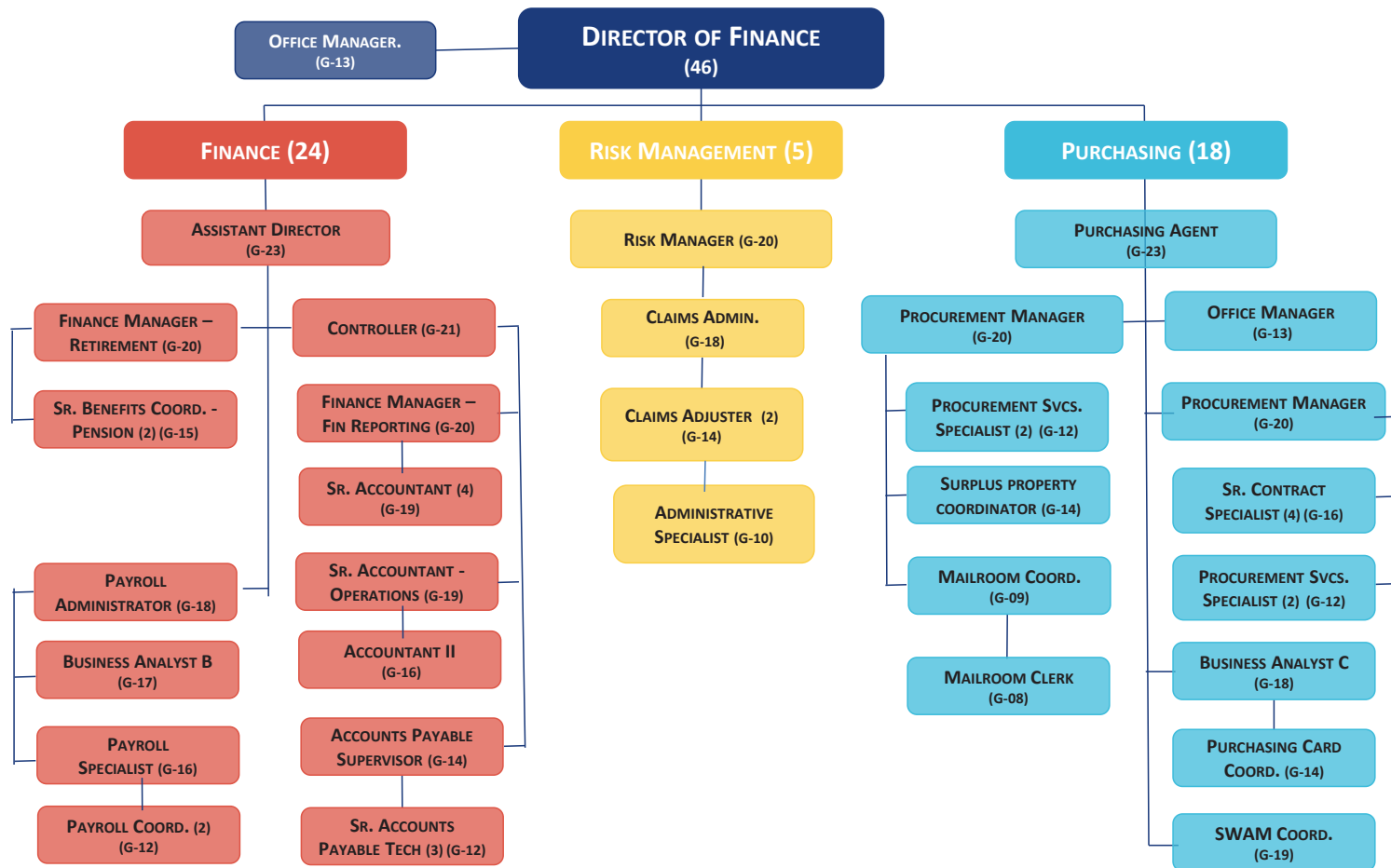
Responsibilities of the Director of Finance

Supported by a \$4.4 million department budget and dedicated, hard-working team of 46 full-time professionals, the Finance Department's functions are comprehensive and organized across three divisions: Finance, Risk Management, and Purchasing. The Finance Department takes pride in maintaining its Aa2 bond rating from Moody's and an AA rating 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.

For a complete list of duties and qualifications, please refer to the full job description available on the Ralph Andersen & Associates website.



FINANCE DEPARTMENT
ORGANIZATIONAL CHART – FY 25
CURRENT



The Ideal 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 a full range of financial functions, including accounting, accounts payable, purchasing, risk management, debt management and issuance, and payroll.

The Ideal Candidate *continued*

This role is responsible for developing and maintaining accounting policies and practices that align 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 resolve financial control issues, and provides strategic financial analysis and reporting to City leadership, the City Council, and other key stakeholders.

The position assists in managing the City's debt portfolio, including bond issuances, relationships with rating agencies, and facilitation of key financial committees. Financial strategies must align with City ordinances as well as state and federal regulations. The role also supervises the recruitment, training, and performance of senior finance staff to ensure accountability and professional development. Oversight includes the City's procurement function and Small, Women-owned, and Minority (SWaM) programs.

Projecting and managing liabilities related to pensions, benefits, and deferred compensation is a critical function. The position monitors departmental budgets and ensures expenditures remain consistent with adopted financial forecasts. The individual represents the City's financial interests in negotiations and contracts, providing sound fiscal guidance on public-private partnerships and on liabilities related to insurance and employee benefits.

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

Collaboration is essential, particularly with the Newport News Public School System, the Compensation Board, and other advisory bodies. Ultimately, the position leads the department strategically, delivering services valued by residents and mandated by the City Charter, while providing the City Manager, Senior Deputy City Manager, and Council with high-quality, actionable financial insight.

Finally, experience with large-scale project management and the ability to navigate complex challenges with creativity, sound judgment, and integrity will distinguish the ideal candidate as a dynamic leader for the City of Newport News.

Desired Qualifications

Bachelor's Degree from an accredited four-year college or university with a major in Accounting, Finance, Business Administration, or a related field is required. A Master's Degree in Accounting, Finance, or Business Administration is highly desirable.

Five years' experience, including three years of supervisory experience in fields utilizing the knowledge, skills, and abilities listed above.

Professional certification as a Certified Public Accountant (CPA) is desired but not required. A Certified Management Accountant (CMA), or Certified Government Financial Manager (CGFM) is preferred.

Compensation

The City offers a highly competitive salary depending on qualifications, and benefits package, including:

- Relocation Assistance
- Health/Dental/Vision/Life
- Deferred Compensation
- Flexible Spending Accounts
- Long & Short-Term Disability
- Employee Assistance Program (EAP)
- Discounted fitness center memberships
- State Retirement via Virginia Retirement System (VRS)

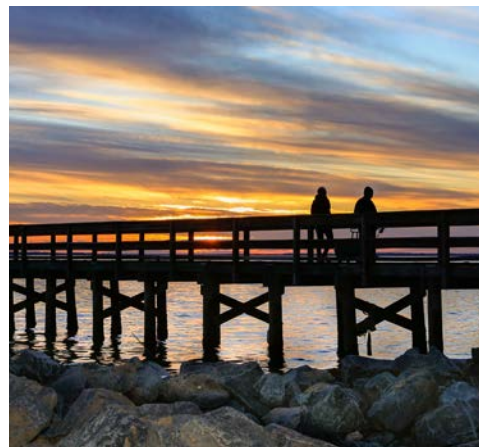
To Be Considered

First review of applications: **Friday, November 14, 2025.** Position open until filled. Early applications are encouraged.

Submit a compelling cover letter, resume, and six professional references to: apply@ralphandersen.com.

For questions, contact Robert Burg at (916) 630-4900. All inquiries will be handled confidentially.

The City of Newport News is an Equal Opportunity Employer



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