

Finance Director

At DERP, we believe everyone deserves to have a strong retirement future. We're committed to providing members a secure DERP Pension Benefit, along with the information, education, guidance, and support needed to make informed retirement decisions on their journey to retirement.

As the finance director, you provide strategic financial leadership that helps ensure our long-term financial strength and stability. You oversee our accounting cycle, financial reporting, budgeting and expense forecasting, audit activities, the actuarial valuation process, and the internal control environment.

You combine technical accounting expertise with a strategic mindset and sound judgement. You analyze complex financial information, identify risks and opportunities, and provide trusted financial guidance to the executive director that supports informed decision-making. You communicate financial information clearly, build strong working relationships, and lead with integrity, accountability, and the highest ethical standards.

What You'll Do

- Provide strategic financial guidance to the executive director, executive leadership team, and retirement board by providing analysis, recommendations, presentations, and strategies that support informed decision-making and align with our strategic goals and processes.
- Drive financial projects by analyzing complex information, identifying risks and opportunities, developing strategic recommendations, and communicating findings clearly to support informed decision-making.
- Oversee the preparation of quarterly, annual, regulatory, and statutory financial reports, including the Annual Comprehensive Financial Report (ACFR). Partner with external auditors to ensure a successful annual audit and ensure all financial reporting is accurate, timely, and compliant with applicable laws, regulations, GASB standards, and industry best practices.
- Lead the annual actuary cycle by partnering with the third-party actuary and executive director to support accurate valuations, reporting, and informed decision-making.
- Champion continuous improvement by identifying opportunities to strengthen financial processes, systems, internal controls, and services while increasing efficiency, accuracy, and value across all areas of responsibility.
- Oversee and execute key accounting functions, including daily financial transactions, accounts payable, investments accounting, retirement and benefits accounting, year-end activities, and coordination of outsourced staff payroll. Ensure all accounting activities are accurate, efficient, and supported by strong internal controls.



- Direct the annual budgeting process, develop accurate expense forecasts, monitor financial performance, and provide insights and recommendations related to budget variances and financial trends.
- Develop and support the finance team by providing clear direction, regular feedback, coaching, and encouragement while fostering a positive, collaborative, and respectful work environment where employees can succeed.

Who You Are

- You have exceptional analytical and problem-solving skills, with keen attention to detail. You can pull data, understand the story behind the numbers, and use insights to identify solutions and make informed decisions.
- You have excellent leadership and team management abilities, with a proven track record of developing, mentoring, and supporting staff.
- You can communicate complex financial information clearly to both financial and non-financial audiences and help others understand insights behind the numbers.
- You can dive into the details when needed while maintaining a strategic perspective, anticipating challenges, and identifying opportunities to improve processes and outcomes.
- You have the ability to go deep into the details when required, as well as understand the overall vision of the work and anticipate possible issues before they arise.
- You demonstrate the highest level of integrity, professionalism, and accountability in managing financial information and resources.

Your Qualifications

- Bachelor's degree in accounting or finance
- Certified Public Accountant designation that must be kept active as a condition of employment.
- Seven years of experience in governmental accounting and supervision of financial and operational staff.
- Strong knowledge of Generally Accepted Accounting Principles (GAAP) and financial reporting standards
- Strong interpersonal skills
 - Self-confidence
 - Problem-solving
 - Positive attitude
 - Empathy
 - Listening
 - Reliability
 - Respectfulness



Additional details

- This is a full-time exempt position.
- You report to the executive director.
- You'll primarily work in our office while also having opportunities to work remotely.

Comparable Positions

%	Position	Job Code	Salary Code	Source
50%	Controller	CV2125	EX-19	City and County of Denver
50%	Chief Financial Officer	FIN101		NCPERS/CBIZ

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