



CHIEF FINANCIAL OFFICER

CITY OF PALM BAY, FL

EXECUTIVE RECRUITMENT

Help guide the financial future of one of Florida's leading Space Coast communities.



THE COMMUNITY

The City of Palm Bay, Florida, is a large, growing community located on Florida's Space Coast in southern Brevard County. With a population approaching 150,000 residents, Palm Bay is Brevard County's largest city and offers the scale and complexity of a major municipal organization while maintaining the natural beauty, recreational amenities, and quality of life associated with coastal Central Florida.

Palm Bay provides residents with access to a wide range of outdoor and recreational opportunities, including parks, trails, waterways, conservation areas, boating, fishing, kayaking, biking, and nearby Atlantic beaches. The community's location near the Indian River Lagoon, Melbourne Orlando International Airport, Port Canaveral, Kennedy Space Center, and the broader Orlando region provides strong regional connectivity and access to major employment, travel, and recreation destinations.

The City is part of one of Florida's most distinctive economic regions. The Space Coast is recognized for aerospace, engineering, advanced manufacturing, defense, healthcare, technology, and professional services. Palm Bay's residential and commercial growth, infrastructure needs, major transportation corridors, and long-range financial planning priorities make this an important time for strong executive leadership.

For the next Chief Financial Officer, Palm Bay offers the opportunity to serve a growing Space Coast city with organizational stability, financial strength, and meaningful long-term opportunity.

Scan to hear directly from Palm Bay leadership on this amazing opportunity.



THE ORGANIZATION

Palm Bay at a Glance

Population: Approximately 150,000

FY26 Budget: \$521.3 million

Finance Department: 18 authorized positions

Form of Government: Council - Manager

Audit History: Five years of unqualified opinions

Recruitment Context: Planned retirement of a longstanding finance leader

The City has also taken proactive steps to reduce organizational risk by completing internal control and fraud-risk vulnerability studies to identify potential weaknesses, strengthen safeguards, improve consistency across departments, and support transparency, accountability, and responsible stewardship.

The Finance Department includes 18 authorized professional staff positions across accounting, budgeting, payroll, cash management, financial analysis, capital and asset program support, and administrative operations. The next Chief Financial Officer will lead a capable department with important institutional knowledge and a strong platform for continued improvement.

The City of Palm Bay operates under the council-manager form of government. The City Council provides policy leadership, adopts the budget, establishes community priorities, and sets the overall direction for the organization. The City Manager oversees daily operations, implements policy direction, and leads the delivery of municipal services.

The Chief Financial Officer reports directly to the City Manager and serves as a key member of the City's executive leadership team. The position works closely with the City Manager, City Council, department directors, and staff across the organization to support sound financial decision-making, long-range planning, operational accountability, and responsible stewardship of public resources.

Palm Bay's adopted FY26 budget is \$521.3 million, including personnel, operating, and capital funding. The City has a strong foundation of financial stewardship, reporting, and accountability, including recognition from the Government Finance Officers Association and unqualified external financial statement audits for the past five years.



A very stable financial organization with strong reporting, proactive risk reduction, and an incredible & dedicated finance team.

THE POSITION

The City of Palm Bay seeks an experienced, forward-thinking finance executive to serve as its next Chief Financial Officer. This executive-level opportunity is available because of the planned retirement of the City's longstanding finance leader.

The next CFO will step into a stable organization with a strong financial foundation, experienced staff, and a clear commitment to responsible stewardship, transparency, and accountability.

The Chief Financial Officer serves as the City's senior financial executive and strategic financial advisor to the City Council, City Manager, executive leadership team, departments, residents, and stakeholders.



The City of Palm Bay seeks a steady, collaborative finance leader to build on the City's stability and guide its long-term fiscal future.

Key responsibilities include:

- ◆ Financial strategy and long-range fiscal planning
- ◆ Budget development, monitoring, and forecasting
- ◆ Accounting, financial reporting, and the Annual Comprehensive Financial Report
- ◆ Debt management, bond financing, and investment oversight
- ◆ Internal controls, fraud-risk reduction, and financial safeguards
- ◆ Grants compliance and fiscal impact review
- ◆ Utility finance, rate analysis, and capital planning
- ◆ Procurement coordination and financial policy development
- ◆ Department leadership, performance measures, and staff development
- ◆ The successful candidate will lead Finance Department staff, work collaboratively with departments citywide, strengthen financial policies and systems, promote accountability, and ensure that financial operations remain aligned with City priorities.

THE IDEAL CANDIDATE

The City of Palm Bay seeks a seasoned local government finance executive with strong technical knowledge, excellent judgment, and the ability to operate effectively at both strategic and operational levels.

The ideal candidate will bring:

- » Strong knowledge of governmental accounting, budgeting, auditing, and financial reporting
- » Experience with debt management, capital planning, internal controls, and long-range forecasting
- » A clear understanding of GAAP, GASB, municipal fiscal standards, and public-sector transparency
- » The ability to communicate complex financial information clearly and practically
- » Confidence working with elected officials, executive leadership, department directors, employees, auditors, consultants, financial institutions, and residents
- » A collaborative, approachable, and solution-oriented leadership style
- » A commitment to accuracy, integrity, customer service, accountability, and continuous improvement

The City seeks a strong department leader who values:

- Employee development
- Clear expectations
- Accountability
- Communication
- Teamwork
- Innovation

Candidates must meet one of the following education and experience pathways:

Pathway 1

- ◆ A bachelor's degree or higher, with a master's degree preferred, from an accredited college or university in Accounting, Finance, Business Administration, Public Administration, or a related field
- ◆ Minimum of eight years of progressively responsible experience in governmental accounting and finance

Pathway 2

- ◆ An associate degree from an accredited college or university in Accounting, Finance, Business Administration, Public Administration, or a related field
- ◆ Minimum of ten years of progressively responsible experience in governmental accounting and finance

Additional requirements:

- ◆ Minimum of five years of supervisory experience in local government finance administration
- ◆ Valid Florida driver's license required upon hire
- ◆ At least one of the following certifications:
 - Certified Public Finance Officer
 - Certified Government Finance Officer
 - Certified Public Accountant

The ideal candidate will cultivate a supportive and motivated work environment, foster innovation, and promote a department culture grounded in accuracy, integrity, customer service, and continuous improvement.

COMPENSATION AND BENEFITS

The City of Palm Bay offers a competitive compensation and benefits package designed to attract a highly qualified municipal finance executive.

- » The starting salary is \$150,000+ annually, depending on qualifications and experience.
- » The selected candidate will also receive a monthly automobile allowance of \$405.
- » The City provides a comprehensive benefits package for eligible employees, including:
 - » Medical insurance through Cigna, including HDHP, OAPIN, and OAP plans
 - » Dental insurance, including DHMO and PPO high/low plans
 - » Vision insurance
 - » Flexible Spending Account
 - » Life insurance equal to two times base salary at no cost
 - » Optional additional life insurance for the employee, spouse, and/or dependents
 - » Short- and long-term disability insurance

TO APPLY

Interested candidates should apply by June 29, 2026, through the City of Palm Bay's official application portal at [CLICK HERE TO APPLY](#) or scan the QR Code below.

Direct confidential inquiries to the City's Human Resources Department at (321) 952-3421 or email:

Laura Clawson
Laura.Clawson@palmbayfl.gov

Alisha Stroup
Alisha.Stroup@palmbayfl.gov



SELECTION PROCESS

Following the application deadline, 65th North Group will conduct a comprehensive review of submitted materials and identify candidates whose experience and qualifications most closely align with the City of Palm Bay's needs.

The City will select the most highly-qualified applicants for in-person finalist interviews.

ADVERTISEMENTS POSTED: MAY 29, 2026

OPEN UNTIL FILLED, FIRST REVIEW OF RESUMES: JUNE 29, 2026

SHORT - LISTED CANDIDATE INTERVIEWS: JULY 10 – 11, 2026

FINALIST INTERVIEWS: WEEK OF JULY 20, 2026

ANTICIPATED START DATE: AS SOON AS POSSIBLE THEREAFTER

