



**LAKE COUNTY, ILLINOIS
CHIEF FINANCIAL OFFICER**



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POSITION IN BRIEF

Lake County, IL (population 708,760 (2023 estimate) located in northeastern Illinois along the beautiful shore of Lake Michigan, is seeking an experienced and forward-thinking Director of Finance / Chief Financial Officer (CFO). The County is looking for a finance executive with proven leadership skills to oversee its robust financial operations and provide strategic oversight for long-term fiscal planning. The successful candidate will be an integral part of the County's executive team, helping to guide the organization into the future.

Lake County is a large, complex organization consisting of over 30 departments and divisions, including law enforcement, public health, transportation, public works, criminal justice, and emergency management. The County is professionally managed by an appointed County Administrator, has 2,629 full time employees, and operates with an annual budget of \$658.9 million. The County enjoys AAA credit ratings from both Moody's and Standard & Poor's and consistently earns GFOA recognition for its Budget and Audit processes.

As CFO, you will report to the County Administrator and be a vital member of the County's executive leadership team. This role is not just about ensuring fiscal oversight in purchasing, payroll and accounting; it's about looking ahead, managing long-term financial plans, and implementing strategies that improve the County's performance, and the services provided to its residents. You will collaborate closely with elected officials, the County Administrator and department leaders on a variety of projects, including the development of budgets, fiscal policies, operational strategies, and long-term financial forecasting and reporting.





ABOUT LAKE COUNTY

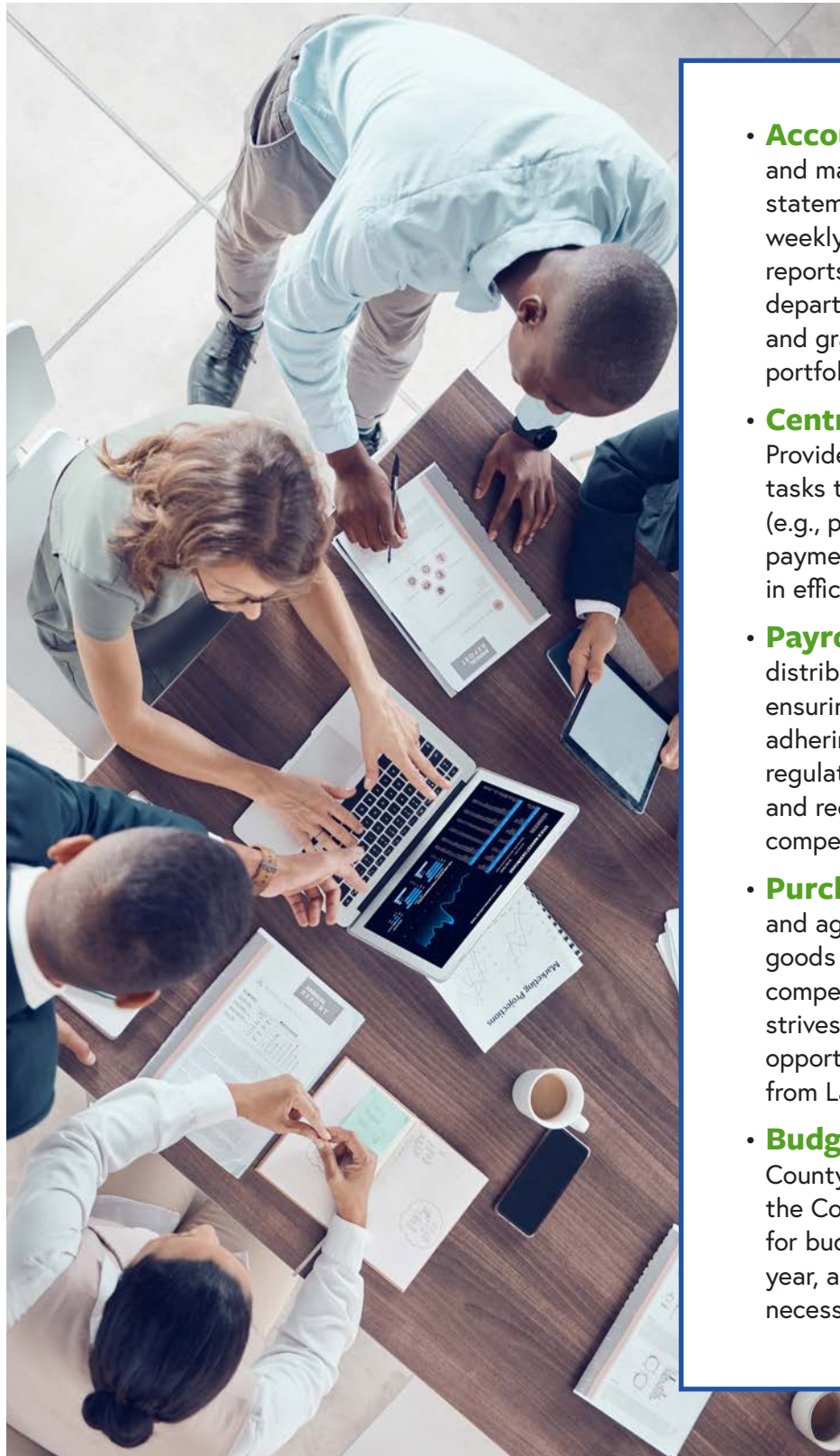
Lake County offers a quality of life that is unmatched for young professionals, families and corporate executives alike. Lake County is home to more than 700,000 residents and 30,000 businesses ranging from small family-owned businesses to major corporations, and including key industries such as life sciences, healthcare, advanced manufacturing, professional and technology services. Prominent companies include Walgreens, Caterpillar, Abott, AbbVie, Discover, CDW, Grainger, Horizon Therapeutics, Chicago Bears, Siemens Building Technologies, Zebra Technologies and so many others. Lake County is not just a place where businesses thrive – its vibrant communities also offer the perfect backdrop for a fulfilling life. There is a wide variety of recreational opportunities found through the miles of Lake Michigan shoreline, the Chain O'Lakes and the highly acclaimed Lake County Forest Preserves system. Lake County is between two major midwestern metropolitan hubs, located along the shore of Lake Michigan 30 miles north of Chicago and 40 miles south of Milwaukee. In addition to Lake Michigan, Lake County is home to 170 other lakes and rivers, 400 miles of streams and thousands of acres of wetlands and preserved wildlife areas.

The county seat is in Waukegan. In addition to unincorporated areas, the county has 52 municipalities including Highland Park, Lake Forest, Lake Zurich, Barrington, Fox Lake, Deerfield, Libertyville, and many others. Gurnee is home to Six Flags Great America, Gurnee Mills Shopping Mall and the Great Wolf Lodge and Water Resort. Other Lake County attractions include the Ravinia Music Festival, a large outdoor entertainment venue in Highland Park; the North Point Marina in Winthrop Harbor; and the Waukegan Harbor. Lake County is also home to the Great Lakes Naval Station, the United States Navy's Headquarters Command for Training and the Navy's only recruit training center. Lake County's public school districts are listed among the best in the state, with many of its schools ranking among the best in the nation.

Additional information about Lake County can be found on the county's website: www.lakecountyil.gov.

DEPARTMENT OF FINANCE

The Department of Finance has 24 full time employees, including four staff members who work with Public Works. The Department works to attain and maintain balance between long term stability and high quality service levels in support of Lake County's strategic goals. The Department is noted for the quality of services and excellence in financial reporting as evidenced by years of GFOA awards for distinguished budget and ACFR presentation, and the County's prestigious bond ratings from Moody's and Standard and Poors. Included in the responsibilities of the Department of Finance are the following divisions:



- **Accounting:** Responsible for preparing and managing the county's annual financial statements and audit reports, preparing weekly payments and monthly expenditure reports; providing accounting oversight for departments; overseeing accounts receivable and grant reporting; managing the debt portfolio.
- **Centralized Financial Services:** Provides financial administrative support for tasks that are shared across departments (e.g., purchase order requests, invoice payments) to centralize functions, resulting in efficiencies and greater standardization.
- **Payroll:** Responsible for calculating and distributing employee salaries and wages, ensuring accurate and timely payments while adhering to all federal, state, and local tax regulations, including managing deductions and record-keeping related to employee compensation.
- **Purchasing:** Assists County departments and agencies in purchasing required goods and services, ensures an open and competitive procurement process, and strives to increase awareness about business opportunities while maximizing participation from Lake County businesses.
- **Budget Support:** Working with the County Administrator, assists in preparing the County's fiscal year budget, monitoring for budget compliance throughout the year, and preparing budget amendments as necessary.

THE DIRECTOR OF FINANCE/CFO POSITION

The Director of Finance is considered a key member of the executive management team. They will have expertise and experience in government finance; the ability to foster and nurture trusting relationships; strong communication skills that can be appropriately tailored to the audience; and demonstrate leadership, integrity, and strategic thinking to provide oversight, direction and supervision of the County's fiscal strategies. In addition, the Director will:

The County Organization

Lake County is governed by a 19-member elected Board who serve either a four-year or two-year term. The Board serves as the legislative body of the county government. The Chair is elected from among the Board members. The County spends more than \$658.9 million annually and allocates funding to more than 30 departments and divisions, comprised of 2,629 full time positions that provide services including public works, law enforcement, health care, transportation, and criminal justice. There are also seven independently elected officials responsible for their respective departments. The Director of Finance /Chief Financial Officer is appointed by the County Administrator.

The County Board operates through a committee system utilizing the following committees to develop policy: Committee of the Whole; Diversity, Equity and Inclusion; Planning, Building, Zoning and Environment; Ethics; Financial and Administrative; Health and Community Services; Law and Judicial; Legislative; Public Works and Transportation and Rules Committees.

The County also has seven elected offices including the Coroner, County Clerk, State's Attorney, Sheriff, Clerk of the Circuit Court, Regional Office of Education Superintendent, and Treasurer.

- Collaborate with the County Administrator as needed during the development and the execution of the annual budget helping to ensure the continuation of the County's history of fiscal discipline.
- Lead the development and implementation of the County's overall financial operations, plans, policies, procedures, and periodically review and coordinate the revision of County financial policies.
- Provide leadership and direction for the Division Managers to fulfill the internal service role with a high level of customer service while effectively monitoring the County's fiscal policies and procedures as they are implemented throughout the County organization.
- Provide direction for conducting financial and programmatic analysis including return-on-investment, cost benefit analysis, service delivery and efficiency reviews. Oversee all financial operations of Lake County, including financial reporting, accounting, payroll, purchasing, grants management and debt management.
- Develop strong relationships with Department leadership working as partners to provide financial review and reporting. Be able to develop effective working relationships with elected department heads, a unique aspect to county government.
- Provide financial information concerning County operations, including financial accounts, revenues, and expenditures to the County Administrator, the Financial and Administrative Committee and the County Board. It is particularly important that candidates have well developed presentation skills with the ability to discuss complex financial information and answer questions from County Board members during public meetings.
- Ensure continuing departmental effectiveness through selection, training, development and motivation of competent staff.
- Play a key leadership role in major projects such as ERP implementation, bond issuance, tax incentives, TIF projects, and more.
- Working closely with Internal Audit, maintain and strengthen the County's fiscal policies, ensuring compliance with best practices and the highest standards of financial governance.
- Serve as a trusted advisor to the County Administrator and County Board on financial matters, strategic goals, and performance improvements.
- Ensure the County's continued strong credit ratings and financial standing.



CANDIDATE MUST HAVES:

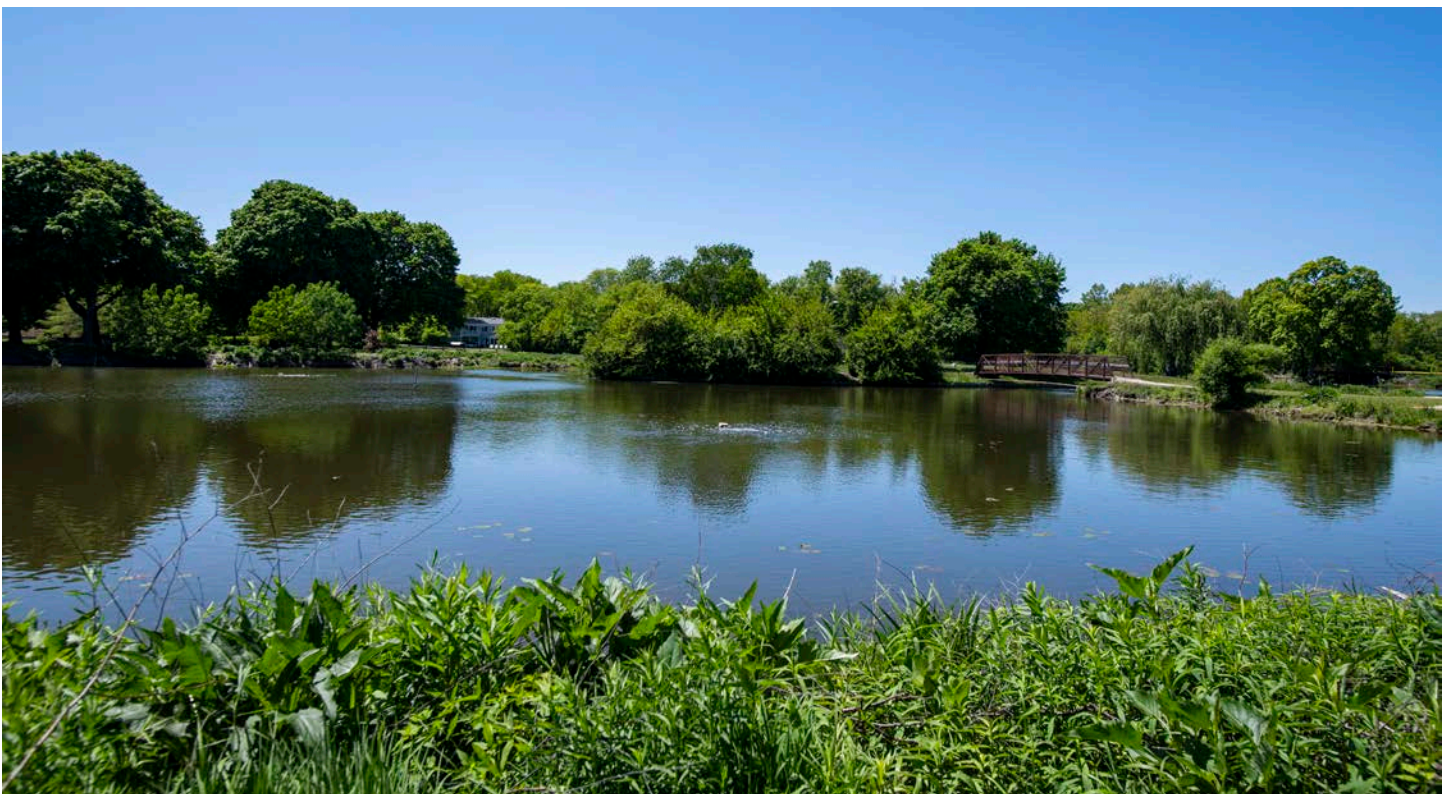
The successful candidate will have both the technical competence to lead complex functions of a department with diverse responsibilities and be able to strategically and diplomatically provide independent expertise and opinion to the County Administrator, County department directors and elected officials, Committees and the County Board. The following education, experience, leadership, and management criteria have been identified as important skills and abilities for candidates to possess and demonstrate.

- A Bachelor's degree in Finance, Accounting, Business Administration, Public Administration, or a related field (required); a Master's degree in Public Administration (MPA), Business Administration (MBA), or a Certified Public Accountant (CPA) designation is preferred.
- A minimum of ten years of progressively responsible experience, preferably in government finance, budgeting, and accounting, with at least eight years in a leadership or executive-level role.
- Proven experience with municipal finance, budgeting, and financial reporting in a complex public sector organization.
- Exceptional communication and interpersonal skills with the ability to collaborate effectively with internal and external stakeholders. Have strong written and oral communication skills to allow collaborative and effective working relationships with elected officials, management, employees, and residents. Candidates will be able to prepare and present concise written communications including financial reports, memorandum, letters and emails.
- Be able to work under pressure and be effective and responsive to a fast-paced and changing environment. Candidates will have the ability to manage a wide variety of projects at one time.
- Strong leadership abilities with a track record of fostering a high-performing, team-oriented environment.
- Experience in overseeing large-scale financial projects such as ERP systems, bond issuance, and tax incentive programs is highly desirable. Have a demonstrated ability to work across the county organization to ensure elected officials the County Administrator and decision makers have information they need for effective policy making.
- Have strong analytical skills with the ability to examine programs, and proposed policies for efficiency and effectiveness. Candidates must approach local government with a desire to improve procedures and approaches in a thoughtful way that it inspires the highest quality of effectiveness.

CANDIDATE WILL BE:

The ideal candidate will approach this position with energy, intellect and enthusiasm, and look for opportunities afforded by this position to enhance their professional growth and development. Ideal candidates will be dedicated public servants with enthusiasm for transparent, effective government.

- Possess and display absolute integrity and honesty in all interactions.
- Be able to establish lasting credibility with the County Administrator, county department heads and elected officials; Possess a style based on confidence in oneself and in policies that will quickly earn respect, trust, and credibility.
- Be able to effectively implement new strategies in a diplomatic manner, understanding when it is appropriate to collaborate and when it is necessary to stand firm; Able to demonstrate an approachable style, one that communicates effectively and with foresight and strategic planning in mind.
- Be strategic with their general approach and yet have a willingness and ability to learn and understand detailed operations. Candidates will cultivate a positive environment for change; Develop an organizational adaptability and resilience to provide the highest levels of service to the community.
- Have the maturity and self-confidence to diplomatically present professional views, concerns, and implications of proposed policy actions that may be under consideration while also being committed to carrying out directions in a timely, professional and impartial manner.
- Be an independent leader, manager and adviser; Able to lead initiative while understanding the complex relationships and responsibilities of the Director of Finance. Display flexibility and adjust approach to be effective.
- Possess strong interpersonal skills with a demonstrated ability to work and interact openly and effectively with all. Be approachable and friendly in interactions with employees. Be able to adapt to and make use of the values of differences in the workforce.
- Create and maintain an inclusive culture where everyone feels valued.
- Possess an appropriate sense of humor and a sincere interest in enjoying one's work and providing a positive work environment for employees.





WHY LAKE COUNTY?

Lake County offers a dynamic and collaborative work environment where you can make a meaningful impact on the community. You will work with a diverse and engaged team in an organization that values fiscal responsibility, continuous improvement and innovation, and forward-thinking strategies. The area boasts an excellent work-life balance, with access to beautiful recreational spaces, top-rated schools, and all the cultural and entertainment options Chicago has to offer, just a short drive away.

COMPENSATION AND BENEFITS

The starting salary for this position is negotiable, with a salary grade of \$147,495-\$235,992; anticipated hiring range is \$169,000-\$191,000, depending on qualifications and experience. You can find our salary grades at <https://www.lakecountyil.gov/4515/Salary-Grades>. Employees who meet eligibility requirements will have access to Lake County's competitive benefits package including health, dental, vision, life insurance, pension, deferred compensation plans, transportation, and so much more! To learn more details, visit our [Employee Benefits](#) page. This position is eligible for and will supervise employees eligible for hybrid work.

Interested candidates are encouraged to apply immediately. Please submit your resume, cover letter, and contact information for five professional references to: Katy Rush, authorized Independent Executive Recruiter for MGT. Confidential inquiries about the position can be directed to 847-380-3240.

Resume review will begin immediately, with interviews expected to take place in late March or early April. This position will remain open until filled.

Lake County is an equal opportunity employer committed to diversity and inclusion.

The logo for MGT, consisting of the letters 'MGT' in a bold, white, sans-serif font. The letter 'G' is stylized with a blue square at its bottom right corner, creating a 3D effect. The logo is centered on a solid blue background.