



Waukeee
THE KEY TO GOOD LIVING

Finance Director

The City of Waukeee is looking for a smart, steady and forward-thinking leader to serve as our next Finance Director. This role is more than just managing budgets and balance sheets—it's about guiding one of Iowa's fastest-growing cities with fiscal responsibility, strategic foresight and a collaborative spirit.

Waukeee is proud to be in a strong financial position with high credit ratings, healthy reserves and a team-oriented culture. You'll step into a City that is thriving and help shape how we continue that momentum with a future-focused approach to growth and resource management.

THE OPPORTUNITY

As Finance Director, you'll oversee all financial operations for the City, including budgeting, investments, audits, financial reporting, and long-term fiscal planning. You'll serve as a key advisor to the City Administrator, City Council and department leaders, ensuring decisions are grounded in solid financial analysis and aligned with the City's strategic goals.

Beyond skill with numbers, we're looking for a leader with a strong moral compass, exceptional judgment and the ability to bring people together across departments and disciplines. The ideal candidate can anticipate challenges, navigate change and offer creative solutions.

Lead with vision. Manage with integrity. Grow with us.

City of Waukeee Human Resources
Waukeee.org

QUICK FACTS

Anticipated start date: 1/5/2026

Compensation: \$131,204 - \$179,562 salary plus comprehensive benefits package

Staff size: 8 team members

City of Waukeee bond rating: Aa1

FY26 Budget: \$160 million

General Fund unreserved fund balance: just over 50%

Average taxable property valuation growth: 11.6258% over the last 30 years

Property tax rate: reduced \$0.70 over the last 8 years



SCOPE OF THE ROLE

Direct activities of the finance department including responsibilities of budgeting, central accounting system, revenue collection, charges and levies, utility billing and collections, debt issuance management, cash and investment management, special assessment records, risk management and payroll administration.

Finance Staff

- 1 Accounting Manager
- 1 Senior Accountant
- 1.5 Accounting Clerk
- 1 Payroll Specialist
- 1 Utility Customer Service Supervisor
- 2 Utility Account Specialists

Notable Initiatives

- Planning for the 200-acre, mixed-used civic campus project



Key Responsibilities

- Prepare and manage the annual city budget
- Provide financial analysis and reporting for City Council and staff
- Direct City investments and financial strategy
- Coordinate the issuance of bond indebtedness and assist the financial management firm to develop debt modeling & bond rating presentations
- Develop and execute a strategy for the use of Tax Increment Financing (TIF)
- Ensure compliance with local, state and federal regulations and manage audit processes



QUALIFICATIONS

- Bachelor's degree in Accounting, Finance or related field (Master's preferred)
- 5 years of progressive experience in financial management (public sector preferred)
- 5 years of leadership/supervisory experience
- CPA, CPFO or similar advanced financial certification preferred
- Strong understanding of municipal budgeting, investments and fiscal policy
- Excellent knowledge of current municipal, state and federal codes; laws and ordinances as related to finance; and generally accepted accounting principles
- Extensive knowledge of Microsoft Office as well as considerable experience and ability to adapt to computerized accounting systems (primarily use Incode 10 by Tyler Technology)

COMPENSATION

- Salary range: \$131,204 - \$179,562 (negotiable based on qualifications)
- Full-time, FLSA exempt position
- Iowa Public Employees Retirement System (IPERS)
- Health, dental and vision insurance
- Deferred compensation and retirement contributions
- Paid vacation, sick leave, holidays
- Long-term disability and life insurance
- Contribution to flexible health or dependent care spending plan



YOU ARE A GOOD FIT IF...

- You're fiscally responsible with a strong foundation in public sector finance or genuine interest in serving the public.
- You thrive in evolving environments and understand the growing pains of a dynamic city.
- You enjoy collaborating with peers and building strong, trusting relationships.
- You lead with vision and integrity and take ownership of your role.
- You stay ahead of the curve on legislative changes and economic trends.
- You understand that budgeting is the engine that powers the work of every City department and approach it with the seriousness it deserves.



ABOUT WAUKEE

Waukee is located in Dallas County, part of the thriving Des Moines metro area, and is one of the fastest-growing cities in Iowa. With a high quality of life, excellent schools, expanding neighborhoods, and strong community pride, Waukee is a great place to live, work and play.

Both residential and commercial development are thriving in Waukee, contributing to record-setting growth. Apple has opened the first of what will likely be several data centers. The KeeTown Loop entertainment district is drawing thousands of visitors with its Live Nation venue, Vibrant Music Hall. Triumph Park sports complex draws national tournaments and hosts thousands of games each year.

The Finance Director will join a high-functioning, supportive leadership team, cohesive city staff, and forward-looking City Council—all committed to responsible growth and delivering exceptional services to the residents and businesses. Led by the City Administrator, the City of Waukee employs 250 staff and 200 seasonal staff across 12 departments: Administration, Community Development, Economic Development, Finance, Fire/EMS, HR, IT, Library, Marketing & Communications, Parks & Recreation, Police and Public Works.



TO APPLY

If you're ready to bring financial expertise, steady leadership, and vision to a growing and ambitious city—we'd love to hear from you.

Submit cover letter, resume and salary history to Jeff Cayler at Cayler Consulting, LLC at Jeff.Cayler@gmail.com. by 4 p.m. on September 8 (Central Time).

It is the policy of the City of Waukee to provide equal employment opportunities to all qualified persons, and to recruit, hire, train, promote and compensate persons in all jobs without regard to race, color, religion, sex, national origin, disability or sexual orientation.

