



Award-Winning Government
CAMDEN COUNTY
GEORGIA

CAMDEN COUNTY, GEORGIA

Inviting Applications for the position of

CHIEF FINANCIAL OFFICER



Learn About **CAMDEN COUNTY**

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Camden County is rich in history, scenic beauty, and southern hospitality. Created as one of Georgia's original counties on February 5, 1777, it enjoys a fantastic location in the southeast corner of the state along the Atlantic Ocean.

The county offers the attraction of a small, quaint, coastal community located less than an hour drive south to Jacksonville, Florida with metropolitan amenities and attractions such as NFL's Jacksonville Jaguars, minor league baseball, and minor league hockey, in addition to cultural opportunities in the form of museums, boutique galleries, festivals and performing arts. Travelers have easy access to Jacksonville International Airport and cruise ships at the Port of Jacksonville.

A half hour drive north is Georgia's Golden Isles, Jekyll and St. Simons Islands, which provide beach adventures for the whole family. The cities of Kingsland (2023 population 20,343), St. Marys (2023 population 19,537), and Woodbine (2023 population 1,059) are the only incorporated areas of Camden County. The 2024 update to the 2020 Census lists Camden County's total population at 59,099.

The Camden County school system offers superior education to over 9,600 students in nine elementary schools, two middle schools and one high school. The high school offers 45 official extra curricular activities for students, as well as the renowned Wildcat football team. The Wildcats won three Georgia State championships in 2003, 2008, and 2009. The Camden County Wrestling Team has just won their 12th consecutive State Championship. They have earned the title 13 times in the last 14 years, and the last 12 have been consecutive. The district's graduation rate is 94%, 10% higher than the state average.

Camden County is a great place to live, work, play, and raise a family.





About the **GOVERNMENT**

The Camden County Board of Commissioners is comprised of five members elected through district elections for staggered, four-year terms. The Board of Commissioners makes policies, adopts laws, sets budget limits, and tax rates.

The Board appoints a County Administrator who is chosen by and responsible to the Board of Commissioners. The County Administrator oversees the day-to-day operations of the County, advises the Board, and implements Commission policy. Two new Commissioners and one re-elected Commissioner took office in January 2025 and two Commission seats are up for election in 2026.

Annually, the Board of Commissioners update a Strategic Plan for the county. The 2025 Strategic Plan, approved in April 2025, includes four goals:

- Maintain a Financially Sound County and Provide Excellent Service and Value
- Strengthen and Grow the Local Economy
- Manage Growth and Plan for Resiliency
- Foster a Great Place to Live

The County is proud to have a strong General Fund balance with which to pay future payments, take advantage of opportunities, and be prepared for unforeseen emergencies. In accordance with County financial policies, fund balance is considered fully funded at 25% of the current annual budget. The fund balance has been used over the past ten years to continue normal operations and fund special project costs with the expectations that the economy would continue to improve. As of June 30, 2025, unassigned fund balance in the General Fund is \$14.1 million or 29.1% of total County related General Fund expenditures and other financing uses of \$48.3 million. The County's annual budget process includes the preparation of a five-year Capital Improvement Program and the preparation of a current one-year capital budget for general purpose capital requirements.

The mission of Camden County Government is to deliver defined county services with exceptional customer service in a financially sustainable and transparent manner.





About the COMMUNITY

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The county is home to Naval Submarine Base Kings Bay, the home of Submarine Group 10 and Ohio-class submarines. Established in 1978, the base is the largest employer in the area and encompasses 16,994 acres, of which 4,000 acres are protected wetlands, and serves as a driver of quality growth within the county. Many recreational opportunities exist throughout the county. Several golf courses, numerous parks and trails, hunting, fishing, and boating on the county's waterways are all exceptionally popular activities for both residents and visitors.

The county is also the gateway to Cumberland Island National Seashore, one of only ten national seashores in the United States. The island covers about 40 square miles and is Georgia's largest and southernmost barrier island. It is home to pristine maritime forests, undeveloped beaches, and wide marshes. Visitors can enjoy camping, hiking, bird-watching, beach combing, historical architecture and

photography. Access to the island is via a passenger ferry located in downtown St. Marys. For cultural enthusiasts, the St. Marys Little Theater offers live performances, community participation, workshops and other outreach programs. Featured in Georgia Traveler, the Woodbine Opry, located in the Old Woodbine Schoolhouse, performs every Friday and Saturday night. The Opry offers bluegrass, gospel, and country music performances.

Medical care is excellent in Camden County. Southeast Georgia Health Systems Camden Campus was previously awarded Georgia Alliance of Community Hospital's "Small Hospital of the Year". The hospital offers a 40-bed acute care facility with a 24-hour Emergency Care Center, Intensive Care, Medical-Surgical unit, Maternity Care Center, and a Cancer Care Center. Plus, Jacksonville area medical facilities, including the Mayo Clinic, are a short drive away.



The Ideal Candidate for

CHIEF FINANCIAL OFFICER CAMDEN COUNTY

- Possess uncompromising ethical standards in the stewardship of public funds, recognizing that all resources are held in trust for County residents. Have the ability to act independently and objectively, providing candid financial advice even when it is politically difficult or unpopular. Promote transparency by ensuring financial information is accurate, timely, accessible, and understandable to elected officials and the public. Ensure ethical procurement, contracting, and grant management practices are consistently applied and monitored. Foster an organizational culture of ethical conduct and public trust.
- Have expertise in governmental fund accounting and an ability to work with external auditors in the preparation of the Annual Consolidated Financial Report (ACFR). Be experienced in financial reporting and oversight, internal controls, audits, and corrective action plans with a strong compliance mindset. Have the ability to clearly present complex information to elected officials, departments, and the public.
- Have expertise in the development, managing, and compiling the budget for the General Fund, nine special revenue funds, six capital projects funds, and two enterprise funds. Possess expertise in developing projections for County revenue streams and expenses and assist as needed with departments as they develop their operating and capital budget requests.
- Have a leadership style that expresses clear and respectful communications with current finance staff, valuing their skill sets while holding them accountable for job performance, and for functioning as a cohesive team. Demonstrate communication skills that share information accurately and concisely with elected officials, other departments, and citizens.
- Demonstrate strong critical thinking skills with the ability to think strategically and work independently.

MAJOR DUTIES

- Provides timely and accurate analysis of budgets, financial reports, and financial trends in order to assist the County Administrator, Deputy County Administrator, the Board, and other department heads.
- Develops, updates, implements, and enforces policies and procedures.
- Evaluates and implements improvements to departmental structure in order to improve efficiency, effectiveness, and accuracy and to provide for the professional development of staff.
- Develops solutions to business challenges.
- Participates in the development of county plans and programs.
- Evaluates and advises on the impact of long-range planning and the introduction of new programs, strategies, and regulations.
- Provides technical accounting and financial information to others within the department.
- Provides information and education to department heads in order to improve the budget development and management process.
- Oversees the handling of bank deposits.
- Initiates strategies to enhance the county's cash position.

The above cited duties and responsibilities describe the general nature and level of work performed by people assigned to the job. They are not intended to be an exhaustive list of all the duties and responsibilities that an incumbent may be expected or asked to perform. The omission of specific statements of duties or responsibilities does not exclude them from the classification if the work is similar, related, or a logical assignment for this classification. Other duties may be required and assigned.



MINIMUM QUALIFICATIONS

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- Bachelor's degree in finance, accounting, or similar field of study is required. Master's degree and/or CPA desired but not required.
- A minimum of five years of accounting/finance experience in a governmental organization with complexity similar to Camden County along with three years of supervisory experience is required. Any equivalent and combination education, training, and experience which provides the requisite knowledge, skills, and abilities to perform the essential functions of this position will be considered.
- Must have the ability to be bonded

COMPENSATION & BENEFITS:

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The expected starting salary range is **\$115,000 - \$130,000** based on the candidate's qualifications. In addition to a competitive salary, the county offers a comprehensive benefits package, including health, dental and vision insurance. The county offers an employee medical clinic and an EAP program, county paid life and disability insurance as well as 457 and 401a retirement plans with county matching contributions. After the first year of employment, the county will match up to 9% retirement contributions. In addition, generous annual & sick leave is provided. Relocation expenses are negotiable.

HOW TO APPLY:

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Interested candidates must submit by email a cover letter, resume, a list of at least five job-related references (with names, email addresses and phone numbers), as well as salary history **no later than the close of business on February 27, 2026, to lisaward912@gmail.com.**

Please direct any questions to **Lisa Ward, Senior Associate, Mercer Group Associates, at 706-983-9326** or **Alan Reddish, Senior Associate, Mercer Group Associates, Cell: 706-614-4961.**



MERCER GROUP ASSOCIATES
