



**KENTUCKY ASSOCIATION OF COUNTIES (KACo)**

*Invites Your Interest in the Position of*

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**CHIEF FINANCIAL OFFICER**



The Kentucky Association of Counties (KACo) is seeking a new Chief Financial Officer who will join us in Frankfort, Kentucky, the charming capital of the Bluegrass State, which offers an exceptional quality of life that makes it an ideal place to live, work, and play. Nestled along the Kentucky River, this picturesque city combines a rich history, a vibrant community, and natural beauty. Its small-town charm is perfectly balanced with the amenities and opportunities of a capital city, creating a unique and welcoming environment.

The city's central location between Louisville and Lexington offers convenient access to larger metropolitan areas while maintaining a more affordable cost of living and a relaxed pace of life. Frankfort also shines as a place to enjoy recreational activities and cultural experiences. The city boasts a thriving arts scene, with local galleries, theaters, and festivals celebrating creativity and heritage.

## *About KACo*

The Kentucky Association of Counties is a statewide organization that serves and supports Kentucky's 120 counties through a comprehensive suite of programs and services. KACo provides legislative advocacy, legal services, financing services, insurance, training and education, member engagement, and IT and communications support, helping county governments operate more effectively and deliver essential services to their communities. To support these operations, KACo employs more than 40 full-time staff members.

### **Structure and Staffing**

The Chief Financial Officer (CFO) serves as a member of the Association's management team and reports to the KACo Executive Director. Under the CFO's purview are the Accounting and Financing Services departments.

KACo insurance programs include the KACo Workers' Compensation Fund and the KACo All Lines Fund (KALF), which offers property and liability lines of coverage. Liability lines include general liability, law enforcement, employment, public officials, auto, cyber and crime. The funds are structured as independent Group Self-Insurance pools under Kentucky law. KACo Insurance funds serve approximately 900 members across the Commonwealth of Kentucky, including 115 of the 120 counties in the state.

Each insurance pool contracts with the Association for program administration services.

### **Financials**

Current assets on hand include cash and investments totaling approximately \$300 million. We collect approximately \$175 million in annual member contributions and insure over \$9 billion in total property value.





## About the Position

In this high-impact role, you will be responsible for the comprehensive management of all financial and accounting activities, including budget planning, cash flow management, and the development of forward-looking predictive models to guide organizational growth. You will function as a primary advisor to the CEO and Board of Directors, exercising independent judgment to ensure sound fiscal policy and long-term financial health. Additionally, the CFO represents the association to external partners, financial institutions, and auditors maintaining the high standards of transparency and integrity that our members expect.

Beyond high-level strategy, the CFO provides critical administrative leadership by supervising accounting staff and ensuring the accuracy and timeliness of all financial reporting. You will be responsible for maintaining rigorous internal controls, managing complex audits, and ensuring strict compliance with federal and state regulatory standards. This includes overseeing sophisticated computer applications for financial record-keeping and staying current on nonprofit audit best practices. Backed by robust asset management and disciplined accounting procedures, your leadership will ensure that KACo remains a fiscally resilient resource for Kentucky counties. A full job description is available upon request.



## Background and Qualifications

- Bachelor's degree in finance, accounting, business or public administration, or related degree, or any equivalent combination of education, training, and significant leadership experience that provides the required knowledge, skills, and abilities may be considered.
- Five (5) years management level accounting experience
- Current knowledge of financial and accounting computer applications
- Knowledge of and familiarity with Microsoft Office Suite programs
- Excellent oral and written communications skills
- Must be able to work well with others

### Preferred Qualifications

- Three years of supervisory experience
- Experience in nonprofit local government insurance and financial services sectors
- Certified Public Accountant (CPA)
- Experience with Sage (MAS 90) and Quickbooks software applications

### Hybrid Work Schedule

This position is Kentucky based and will operate under a hybrid structure, with one day per week of remote work. Attendance at KACo association and insurance board meetings, conferences, and educational events will be required.





## *The Ideal Candidate*

KACo is seeking a visionary, high-caliber financial professional to steward the fiscal integrity of our multifaceted organization. As a cornerstone of support for Kentucky's local governments, KACo operates a sophisticated ecosystem of intertwined legal entities, providing essential services that keep our commonwealth moving.

### **The Portfolio**

As CFO, you will exercise oversight over a diverse and robust financial portfolio totaling nearly half a billion dollars. Your leadership spans:

- \$300M General Insurance Pool: Ensuring stability and protection for our members.
- \$50M Loan Program: Driving local infrastructure and community development.
- Specialized Entities: Including a self-insured unemployment insurance pool and a comprehensive association health plan.

### **Vital Impact**

This is not just a high-level executive position; it is one of the most critical roles within our organization. We are looking for a strategic partner who can navigate the complexities of multi-entity financial structures while maintaining the transparency and excellence our members expect.

KACo further seeks a financial professional with the demonstrated ability to lead people in a caring workplace culture where team members are valued and supported professionally and personally, and where there is stable, effective leadership, camaraderie, and opportunity. The ideal candidate will be a solution-driven member of the KACo management team, able to collaboratively drive organizational goals and objectives to assure KACo's financial and operational success.

## *Compensation and Benefits*

The expected starting salary for this position is \$150,000 – \$200,000 depending upon qualifications. Approved relocation reimbursement is negotiable. Excellent benefits include:

- Health and Life: Health, Vision, Dental, \$50K Life, Accidental D&D Insurance are all provided by KACo at 100%.
- Retirement: 401(k) Match Up to 6%; Participation in Kentucky State County Employee Retirement System (CERS).
- Holidays, Vacation and Sick Time: 17 paid holidays annually; 1 day of vacation time earned each month (carry over up to 400 hours); 1 day of sick time earned each month.
- Educational Assistance Program: Available for accredited educational programs; 80% of approved tuition books and fees up to \$10,000 per calendar year.
- Work Flexibility: 1 day of remote work each week.
- Additional Offerings: Public Service Loan Forgiveness; Voluntary Life, Cancer Assist, Critical Illness, and Accident Insurance; Medical Air & Ground Transport Insurance.





# TO APPLY

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Interested candidates are invited to apply by emailing the following items to **Jeff Hale, Senior Associate, Mercer Group Associates** at [jeffhale@localgovhrs.com](mailto:jeffhale@localgovhrs.com) by 6:00 PM EST, May 15, 2026:

- Cover letter
- Resume
- List of five job related references with email and phone contact information
- Adobe (.pdf) format is preferred.

*Kentucky Association of Counties (KACo) is an Equal Opportunity Employer.*

For questions, please contact:  
Jeff Hale, Senior Associate: [jeffhale@localgovhrs.com](mailto:jeffhale@localgovhrs.com), (706) 371-6126

