



State of Washington
Chief Financial Officer, Exempt

SALARY	\$134,496.00 - \$156,864.00 Annually	LOCATION	Thurston County – Olympia, WA
JOB TYPE	Exempt	REMOTE EMPLOYMENT	Flexible/Hybrid
JOB NUMBER	2025-4-7894-02641	DEPARTMENT	Dept. of Natural Resources
OPENING DATE	04/10/2025	CLOSING DATE	5/1/2025 11:59 AM Pacific

Description



**Chief Financial Officer, Exempt
 Recruitment #2025-4-7894
 Full-time, Exempt Band 4, Non-represented position
 Location: Natural Resources Building (NRB)- Olympia, WA
 Partial Telework flexibility may be available and considered
 Relocation Compensation may be available and considered**

Salary: \$134,496.00 - \$156,864.00 Annually

To allow for growth and salary progression, the full salary range is: \$134,496.00 - \$165,120.00 annually

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 4/17/25. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting opportunity within our Office of Finance, Budget and Economics. Are you a financial professional with both strategic vision and practical technical skills who leads with a continuous improvement mindset? We are seeking a transformational leader with experience leading teams through organizational change and business process re-engineering initiatives, and the ability to mentor and empower others to navigate these changes successfully. As the **Chief Financial Officer (CFO)** for the Office of Finance, Budget and Economics (OFBE) within the Department of Natural Resources (DNR), you will play a critical role and have a unique opportunity in shaping the strategic direction of our organization's financial landscape. With a keen focus on agency business partner needs, you will lead engaged teams, fostering cross-divisional and regional relationships to integrate business values, process improvements, and the development of sound fiscal management practices. Your ability to navigate change, prioritize projects, and articulate the importance of teamwork, partnership, and collaboration to agency leaders and business partners will be critical as you lead DNR through the modernization of the agency's legacy financial systems and plan for future needs. If you are ready to lead with vision and drive impactful change in a dynamic environment, we invite you to join us in advancing this work.

Duties

Responsibilities:

- Oversee the development, evaluation, and monitoring of DNR's multi-funded, multi-million dollar biennial operating and capital budgets. Accurately account for financial resources provided to and utilized by DNR programs from multiple funding sources.
- Provide independent analysis, fiscal projections, expenditure monitoring and forecasts, and other financial assessments to the EES Deputy Supervisor, COO, DNR executive leadership, OFM, and the Governor's office.
- Assure DNR maintains an infrastructure that manages DNR's financial resources in compliance with federal and state laws, regulations, and directives by providing expertise on legal/process requirements and sound financial management principles.
- Identify trends and budget analysis for executive management to assist in financial decisions.
- Oversee the development and preparation of agency budget allotments.
- Oversee the development and preparation of financial decision packages.

- Ensure continual monitoring of DNR's operating and capital expenditures and provide expert-level analysis of fund balances and trends.
- Oversee the Office of Finance, Budget, and Economics (OFBE), comprised of the following teams: Budget, Accounting (accounts receivable/payable, asset management, financial reporting, and payroll), and Economics. This position also establishes fiscal policy, processes, and procedures for the agency.
- Advise and assist managers and executives in developing spending strategies.
- Monitor and review state-wide revenue forecasts and provide updates to the EES Deputy Supervisor, COO, and executive management.
- Provide historical analysis and projections of future revenue, expenditure, and FTE fiscal analysis.
- Manage the budget lifecycle through the legislative session, fiscal year close, and end of biennium.
- Represent DNR with OFM, the Governor's office, legislative staff, or other venues.
- As the Financial Business Sponsor for OneWA, oversee and ensure completion of the fiscal work associated with the project, including development and implementation of the Financial Data Model (FDM), business process re-engineering, implementation of agency crosswalk, and transition from the crosswalk.

Qualifications

Required Qualifications:

- Ten years of combined relevant experience and/or education in business, finance, accounting, public administration, or closely related field, to include five years of progressive financial management experience, which includes multiple fund sources and managing supervisors in a highly complex organization, applying human-centric leadership and management principles.
- Management experience leading complex financial programs and projects.
- Knowledge and Skills:
 - Knowledge of complex governmental budgetary processes with experience preparing and presenting budgets.
 - Demonstrated knowledge of and ability to apply Generally Accepted Accounting Principles (GAAP).
 - Knowledge of governmental accounting processes, including payroll, accounts payable/receivable, travel, fixed asset management, and purchasing.
 - Strong problem-solving skills.
 - Demonstrated ability to communicate clearly and persuasively in writing and orally.
 - Ability to analyze data, prepare reports, and present information to an executive leadership team.
 - Knowledge of internal control principles.
 - Strong organizational management and leadership skills, with the ability to mentor, motivate, and develop staff.

- Ability to strategically contribute to executive-level decisions and collaborate with the members of the executive management team.
- Proven ability to develop and maintain positive working relationships with all levels within an organization and with external partners.
- Demonstrated ability to develop, maintain, and strengthen partnerships, to establish credibility, and to work cooperatively with diverse groups.
- Ability to advance diversity, equity, and inclusion efforts in the workplace.
- Demonstrated ability to understand and address complex planning and policy issues, using strategic thinking and independent judgment to resolve problems.
- Organizational and political awareness.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- This position is in an office setting located at the Natural Resources Building (NRB), in Olympia, WA.
- May need to travel throughout the state and neighboring states.

Desired Qualifications:

- Certification as a Public Accountant, Internal Auditor, Certified Governmental Financial Manager, or Management Accountant.
- Experience leading, developing, and leveraging managers and staff in multiple locations.
- Management experience in a state or public institution.
- Working with legislative and rulemaking processes.
- Analyzing financial and performance data, forecasting techniques, and financial analysis reports, and developing recommendations for management in decision making.

Don't let doubts stop you from applying for this position. If you have any questions about the required qualifications or how your experience relates to them, please contact us at DNRrecruiting@dnr.wa.gov. A note to potential candidates: Studies have shown that women, trans, non-binary, Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they feel they meet every qualification as described in a job description. We value diversity and inclusion in our organization and are looking for the best person for the job. Don't hesitate to apply!

Supplemental Information

Application Requirements:

- **Apply online:** at www.careers.wa.gov (Click on the APPLY button above).
- **Letter of interest:** describing your specific qualifications for the position and the position required, desired, and special requirements.
- **Resume:** that details your experience and qualifications.
- **References:** at least three professional references with current telephone numbers— you may attach a document, use the References text field in the online application, or include it with your resume.
- **Important:** Do not attach any documents that include photos or private information (social security number, year of birth, etc.).
- **Complete all supplemental questions.**
- Candidates who move forward in the recruitment process may be contacted via email at info@governmentjobs.com with interview information/scheduling instructions. Please monitor the email listed in your application materials and check your junk email folder to ensure you receive those communications.

Questions? Please contact Annette Meyer at Annette.meyer@dnr.wa.gov/360-480-1966 or e-mail us at DNRrecruiting@dnr.wa.gov.

Persons needing accommodation in the application/testing process or this job announcement in an alternative format may call (360) 522-2500 or email DNRrecruiting@dnr.wa.gov. Applicants who are deaf or hard of hearing may call through the [Washington Relay Service](#) by dialing 7-1-1 or 1-800-833-6384.

About the Department of Natural Resources (DNR).

At DNR, we approach our work through the lens of making Washington a better place environmentally and are dedicated to serving Washington's lands and communities through diversity, equity, and inclusion.

Our Vision – Our actions ensure a future where Washington's lands, waters, and communities thrive.

Our Mission – Manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.

Our Core Values:

- **Safety and Well-Being** —Our top priority is the safety of the public and our employees.
- **Public Service** —We value and respect the public we serve, and we value and respect the people of the Department of Natural Resources who step up to serve.
- **Innovation and Creative Problem-Solving** — We solve our state's most pressing challenges through innovative thinking, dedication, and bold and creative vision.

- Leadership and Teamwork —We are committed to building leaders at all levels and building teams for success.

DNR provides excellent benefits, a few of which include:

- Commitment to organizational health and wellness
- Work/life balance
- DNR Employee Resource Groups (Diversity, Equity and Inclusion Council, Women’s Employee Resource Group, Veterans Employee Resource Group, etc.)
- Statewide Employee Business Resource Groups, [visit here to learn more](#)
- Leadership that empowers and supports employees
- Professional development opportunities
- Educational and career development aid
- Public Service Loan Forgiveness Eligibility
- Opportunities to participate in wildland fire suppression assignments
- A comprehensive benefits package that includes employer contributions toward health insurance, paid holidays, retirement plans, sick leave, and vacation days. Visit <http://careers.wa.gov/benefits.html> for more information.

Additional Information:

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

DNR does not use the E-Verify system. For more information, please visit www.uscis.gov.

Veterans wishing to claim Veteran’s preference, please attach a copy of your DD-214, NGB-22, or other verification of military service. Please black out your social security number before attaching it. We thank you and are grateful for your service!

Equal Opportunity Employer: The Washington State Department of Natural Resources is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation, and gender identity diversity. Women, racial and ethnic minorities, persons with disability, persons over 40 years of age, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply.

Once you submit your online application, you can check your status by logging into your account. If you experience technical difficulties creating, accessing, or completing your application, call NEOGOV toll-free at (855) 524-5627 or email CareersHelp@des.wa.gov.

Check us out on: [DNR’s website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

Benefits

More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

Read about our benefits:

The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.

Note: *If the position offers benefits which differ from the following, the job posting should include the specific benefits.*

Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems'](#) web site.

Employees also have the ability to participate in the [Deferred Compensation Program](#) (DCP). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

Social Security

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

Public Service Loan Forgiveness

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

Holidays

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

Note: Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

Sick Leave

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to

that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.

Vacation (Annual Leave)

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

Note: Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

Military Leave

Washington State supports members of the armed forces with 21 days paid military leave per year.

Bereavement Leave

Most employees whose family member or household member dies, are entitled to three (3) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

Additional Leave

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 12-31-2022

Employer

State of Washington

Address

View Job Posting for Agency Information

View Job Posting for Location, Washington, 98504

Phone

View Posting for Agency Contact

Website

<http://www.careers.wa.gov>

Chief Financial Officer, Exempt Supplemental Questionnaire***QUESTION 1**

Please describe what interests you about the Department of Natural Resources.

***QUESTION 2**

Please describe what a work environment based on diversity, equity, inclusivity and belonging means to you.

***QUESTION 3**

Do you have ten years of combined relevant experience and/or education in business, finance, accounting, public administration or closely related field, to include five years of progressive financial management experience which includes multiple fund sources and managing supervisors in a highly complex organization, applying human centric leadership and management principles?

Yes

No

***QUESTION 4**

Do you have management experience leading complex financial programs and projects?

Yes

No

***QUESTION 5**

Do you now, or will you in the future, require sponsorship for employment visa status (e.g., H-1B visa status, etc.) to work legally for our agency in the United States? DNR is not an E-Verify agency.

Yes

No

Unsure

***QUESTION 6**

Where did you originally hear about this job posting?

www.dnr.wa.gov

www.careers.wa.gov

WA WorkSource office or WorkSourceWA.com

Governmentjobs.com

Monster

Indeed

LinkedIn

Twitter

College/university website/career fair

Handshake

Newspaper

Direct Email Notification

Statewide Employee Business Resource Groups (BRG)

Professional/Personal Network

Job Board

Job Fair

- Zip Recruiter
- Diversity Jobs
- Facebook
- Other (please specify below)

QUESTION 7

If you answered "other" to the previous question, please specify where you originally learned of this employment opportunity in the space below.

* Required Question