Director of Finance

Grossmont Healthcare District

La Mesa, CA • hybrid of onsite/remote

$157k to $210k a year – Full-time

Posted June 2, 2026

Ideal Candidate

The ideal candidate will be a seasoned, business-orientated manager with in-depth governmental financial knowledge, have the ability to work within a strategic role and be responsible for the planning, coordination and successful implementation of finance initiatives. Strong leadership skills, innovation, and excellent communication skills across all levels are highly desirable.

The ideal candidate should also possess the following personal characteristics, skills and experience: Professional and Highly Competent - Results Oriented - An Experienced Manager - Critical/Strategic Thinker - Analytical - Expert in Advanced Government Financial Analysis, Budgeting, Forecasting, and Fiscal Planning - Possess Excellent Oral and Written Communication Skills - Honest and Ethical - Know and Understand Complex Government Finance and Accounting Principles - A Visionary and Leader - Well Organized - Flexible and Adaptable - A Team Player.

Job Description

Position Summary

Under the general direction of the Chief Executive Officer, the Director of Finance oversees the District's financial operations, including cash flow and investment management, budgeting and forecasting, financial planning and analysis, debt management, and the development and implementation of financial policies. The Director of Finance is responsible for maintaining accurate financial accounting and reporting systems, overseeing all accounting functions, assessing and strengthening internal controls, and supporting and enhancing the District's creditworthiness. This position also supervises accounting staff, provides financial and accounting guidance to District management, and performs related duties as assigned.

Essential Duties and Responsibilities

1) Cash and Investment Management (25%)

- Oversee the District's cash management, liquidity planning, and investment activities to support operational and strategic financial objectives.

- Maintain effective banking and financial institution relationships to ensure efficient treasury operations and access to financial services.
- Develop, implement, and administer financial policies, procedures, and internal controls related to treasury and investment functions.
- Monitor cash flow trends and financial positioning to support sound fiscal management and decision-making.

2) Budgeting, Forecasting, and Planning (25%)

- Direct the development, administration, and presentation of the District's annual operating budgets.
- Lead long-range financial planning, forecasting, and resource allocation efforts to support organizational priorities and strategic initiatives.
- Partner with executive leadership to develop financial strategies, policies, and plans that ensure fiscal sustainability and regulatory compliance.
- Monitor organizational financial performance and provide analysis, reporting, and recommendations to executive leadership, Board committees, and the Board of Directors.
- Oversee budget management processes and ensure effective stewardship of organizational assets and financial resources.

3) Debt Management (25%)

- Direct the District's debt management programs, including bond-related activities, financing strategies, and credit rating initiatives.
- Oversee pension and Other Post-Employment Benefits (OPEB) funding strategies and related financial obligations.
- Monitor and evaluate debt service reserves, financing opportunities, and compliance with disclosure and regulatory requirements.
- Participate in financing activities and provide strategic recommendations regarding debt issuance, refinancing, and related fiscal matters.

4) Accounting and Administration (25%)

- Direct the District's accounting, financial reporting, audit, and compliance functions to ensure accuracy, transparency, and accountability.
- Ensure compliance with applicable federal, state, and local laws, regulations, reporting requirements, and governmental accounting standards.
- Serve as the District Treasurer and represent the District's financial condition and fiscal matters before the Board of Directors, public agencies, and community stakeholders.
- Provide financial analysis, reports, and recommendations to support Board and committee deliberations and organizational decision-making.
- Represent the District at Board, committee, community, and professional meetings as required.

Other duties may be assigned. The duties listed above are representative of the work typically performed and are not intended to be an exhaustive list of all responsibilities. Similar positions may not be assigned all duties listed, and additional responsibilities may be assigned as needed.

Supervisory Responsibilities

- Directly supervises personnel under the position's scope of responsibility, including those contracted to provide services.
- Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Responsibilities include interviewing, making hiring recommendations, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems in a timely manner.

Minimum Qualifications

Knowledge of:

- Leadership and management are required.
- Strong financial acumen; knowledge of fiscal management principles, planning, budgeting, and reporting.
- Proficient in operational business functions as it relates to special districts.
- Knowledge of relevant federal, state, and local laws and governing regulations.
- Knowledge of computer programs including Microsoft Office products such as Word, Excel, and PowerPoint required

Ability to:

- Communicate clearly and concisely, both orally and in writing.
- Understand, interpret, and apply best practices in organizational financial management.
- The ability to write reports and business correspondence.
- The ability to effectively present information and respond to questions from groups of managers, constituents, internal and external stakeholders, and the general public.
- The ability to review data, interpret findings and provide a professional summary.
- Maintain confidential and sensitive information.
- Ability to prioritize conflicting demands and deadlines.
- Strong organizational and time management skills.
- Ability to handle sensitive and confidential information with discretion.
- Ability to communicate clearly and in a compelling manner with stakeholders at every level.
- The ability to review data, interpret findings and provide a professional summary.
- Understand, interpret, and explain District policies and procedures.
- Work independently with little direction.

Education & Experience:

- A Bachelor's degree from an accredited institution, or the equivalent; degree in Business Administration, Accounting, or a similar area of study. Masters degree is preferred.
- Eight (8) years of proven, progressive experience in accounting and finance management; ability to think strategically and inform business decisions; ability to make sound business projections.

Licenses, Certificates, and Special Requirements:
Certified Public Accountant license is preferred.

Benefits

100% employer-paid premiums for Medical, Dental, Vision, Life, as well as up to $3k annually per dependent for out-of-pocket medical reimbursements; CalPERS Retirement, Supplemental Retirement; 100% employer-paid Post-Employment Healthcare; Employee Assistance Program; Gym Membership reimbursement

To apply

Please submit a resume with a cover letter to tscaglione@grossmonthealthcare.org or through Indeed by close of business on Tuesday June 30, 2026.