

Applications Sought for Chief Financial Officer

The El Paso Firemen & Policemen's Pension Fund, established in 1920, provides retirement, survivor, and disability benefits to the uniformed public safety employees of El Paso. Managing nearly \$2 billion in assets for 1,211 police and 854 firefighter retirees, we are committed to ensuring the financial security and well-being of our members through prudent management and strategic planning.



Position Overview: We are seeking an experienced, dynamic Chief Financial Officer (CFO) to oversee all financial aspects. The ideal candidate will have a strong background in government finance and accounting, excellent leadership skills, and a deep understanding of public pension fund operations. The CFO must reside in the El Paso region but works remotely, attending monthly and occasional special meetings.

Responsibilities:

- Plan, coordinate, direct, and evaluate the financial operations of the Fund.
- Establish, monitor, and maintain financial systems, processes, and internal controls.
- Document and maintain written policies and procedures for financial operations.
- Provide financial management leadership to the Executive Director, Board of Trustees, Board Committees, external auditors, and consultants.
- Supervise financial-related activities, including accounts payable, payroll administration, financial reporting, capital assets accounting, and cash management.
- Ensure transparency and compliance with accounting standards, procedures, and legal requirements.
- Hire, train, manage, and evaluate accounting staff.
- Appraise the organization's financial position and prepare regular and ad hoc reports.
- Develop, implement, coordinate, and manage the annual budgeting process, long-range financial planning, requests for proposal documents, and financial strategies.
- Participate in due diligence efforts, ensuring all necessary financial information and compliance requirements are met.
- Account for Fund investments, working closely with investment advisors and Trustees.
- Collaborate with other departments and stakeholders to support overall Fund mission.

Qualifications:

- Bachelor's degree in Finance, Accounting, or a related field; MBA or CPA preferred.
- Minimum of 10 years of finance experience, with at least 5 years in a senior leadership role.
- Experience managing public pension funds or similar financial institutions.
- Strong knowledge of investment management, financial planning, and budgeting.
- Excellent communication and presentation skills.
- Proven abilities to devise the organizational budget; lead and develop high-performing teams; work independently; develop and implement policies and procedures; prepare various reports and documents; prioritize work and multitask.
- Strong analytical and problem-solving skills.
- Knowledge of GAAP for government accounting and reporting principles, relevant laws and regulations, auditing standards, financial systems, and long-range planning methods.

Salary and Benefits:

- Competitive salary ranging from \$164,970 to \$279,476, commensurate with experience.
- Opportunity to make a significant impact on the financial security of public safety employees.
- Collaborative and supportive work environment.

How to Apply: Interested candidates should submit a resume and cover letter detailing their qualifications and experience to Lena H. Ellis at L.ellis@epfppf.org. Position is open until filled.

Contact Information: For more information about the position, please contact Lena H. Ellis at 915-771-8111.