



FINANCE DIRECTOR

JOHNSTON, IOWA

Johnston is a vibrant community that boasts dynamic growth and development, offering facilities designed to enhance enjoyment for everyone.



6221 MERLE HAY ROAD
JOHNSTON, IA 50131



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THE COMMUNITY



In Johnston, Iowa, friendly faces shine brighter than the sunshine in this thriving, stable, and progressive community. Located just north of Des Moines, Johnston offers abundant parks, 45 miles of trails, excellent schools, responsive government, and a high quality of life. With its green spaces, distinct seasons, and welcoming residents, Johnston is truly a place where you can flourish every day.



Johnston's roots trace back to 1846, when Ezekiel Hunt established a sawmill near NW 58th Street and NW Beaver Drive. The area became known as Johnston Station, honoring John F. Johnston, a railroad agent for the Interurban line connecting Des Moines and Perry. In the late 1920s, Henry A. Wallace's hybrid corn experiments led to the creation of the Pioneer Hi-Bred Corn Company, now Corteva Agriscience, which still employs over 2,000 people in Johnston.

Incorporated in 1969 with a population of 2,236, Johnston has since expanded to over 25,000 residents across 17 square miles. Renowned for its engaged citizens, vibrant neighborhoods, flourishing businesses, and award-winning schools, it has earned the title of the 25th Best Suburb in America and the top suburb in Iowa according to Business Insider.

A 2026 community survey revealed that an impressive 91% of residents are satisfied or very satisfied with city services, 48 percentage points above the national average. Additionally, Johnston excelled above the national average in all 33 areas that were assessed, including customer service, police protection, communication with the public, and value received from taxes and fees. The city boasts a median household income of \$106,551, the second-highest in the Des Moines metro area, with a median single-family home value of \$394,800.



Major employers include Corteva Agriscience, John Deere Financial, Camp Dodge, and the Johnston Community School District. Higher-education institutions such as Drake University and DMACC are nearby. Residents and visitors alike delight in attending Johnston's festivals, such as Kites on the Green, where around 3,000 people gather in May to witness the skies adorned with colorful kites. Residents enjoy weekly farmers markets, events at Johnston Town Center, and outdoor activities at Saylorville Lake and local parks.

GOVERNANCE AND ORGANIZATION



In Johnston, a Mayor-Council system is in place, comprising of five Council Members and a Mayor elected at large. Council Members serve four-year staggered terms, while the Mayor serves two-year terms without any term limits.

Since 2000, the city has experienced a remarkable 271.3% population growth and holds an impressive AA+ bond rating. In 2025, Johnston saw over \$108 million in construction activity, including six new commercial building permits, 145 permits for single-family homes and 35 townhome permits. Several expansive residential subdivisions are either in the final planning stages or are currently under construction.

With an \$84.5 million budget for Fiscal Year 2027, and a staff of 164 full-time and 27 part-time employees, the City of Johnston maintains an ad valorem tax rate of \$11.3879 per \$1,000 of taxable valuation.

The city's workforce is comprised of both represented and non-represented employees. Represented groups include the International Association of Fire Fighters (IAFF), the Teamsters representing Police personnel, and AFSCME representing employees in the Parks and Public Works departments.



ABOUT THE POSITION



The Finance Director provides strategic leadership and management of all City-wide financial programs, policies, and operations. The Director serves as a trusted advisor to the City Administrator's Office, department directors, and City Council, ensuring sound, transparent, and forward-looking approaches to budgeting, financial planning, accounting, investments, and fiscal management.

More about the position:

- Leads the City's financial operations, including budgeting, accounting, financial reporting, cash management, investments, and internal controls.
- Oversees development of the annual operating budget, Capital Improvement Program, long-range financial forecasts, and related financial planning.
- Manages City cash and investments, banking operations, cash-flow analysis, and reconciliation of City banking activity.
- Coordinates bond sales, purchasing procedures, fixed-asset accounting, financial reporting, and the annual City audit.
- Assists in developing and implementing the City's Tax Increment Financing strategy, including debt, incentives, rebate programs, certifications, and reporting.
- Prepares and communicates financial information and recommendations to the City Council, City Administrator, department directors, employees, and the public.
- Provides leadership, direction, and professional development to Finance Department staff.
- Ensures City financial practices comply with applicable laws, regulations, professional standards, policies, and internal controls.



IDEAL CANDIDATE



The Finance Director will be a strategic, collaborative leader who brings sound financial judgment, transparency, and accountability to the City's financial operations. This individual will combine strong technical expertise in governmental finance with effective communication and leadership skills, serving as a trusted advisor to the City Administrator, City Council, department directors, and staff.

The ideal candidate will have broad municipal finance experience, including budgeting, accounting and financial reporting, cash and investment management, long-range financial forecasting, debt issuance, auditing, and internal controls. Experience communicating complex financial information in a clear and understandable manner to elected officials, employees, and the public is especially important.

Ethical leadership is fundamental to this role, with an emphasis on integrity, accuracy, stewardship of public resources, and compliance with applicable laws and professional standards. The successful candidate will be collaborative, forward-thinking, and committed to strengthening the City's long-term financial position while providing leadership and professional development to Finance Department staff.

EDUCATION AND EXPERIENCE

A Bachelor's degree in Accounting, Finance, Public Administration, a related field, or any equivalent combination of experience and training that provides the knowledge, skills, and abilities necessary to perform the work is required. At least five years of increasingly responsible experience in governmental finance operations, including supervisory experience. Experience in municipal finance is strongly preferred. Professional certification or advanced credentials such as CPA, CPFO, or MPA are also preferred.

COMPENSATION AND BENEFITS



The City offers a comprehensive benefits package, including medical, dental, vision, life insurance, paid time off, retirement, and more.

FY 2026-27 salary range for the position is \$131,014 to \$185,007, depending on qualifications.

The position is open until filled. First review of applications will begin September 25, 2026. Candidates are encouraged to apply by this date for strongest consideration.

APPLICATION PROCESS

For more information on this position, contact:

Mike Pogge-Weaver, City Administrator
mpoggeweaver@cityofjohnston.com
515-727-7760

The City of Johnston is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

Apply by visiting www.cityofjohnston.com/jobs

RESOURCES

City of Johnston

www.cityofjohnston.com

Johnston Economic Development

www.cityofjohnston.com/659

Community Survey Results

www.cityofjohnston.com/742

Grow Johnston

www.growjohnston.com

Johnston Chamber of Commerce

www.johnstonchamber.com

Thrive 2040 Comprehensive Plan

www.cityofjohnston.com/928

City Administrator's Office

www.cityofjohnston.com/93



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