



FINANCE DIRECTOR POSITION



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Welcome to DUMAS

Just an hour north of Amarillo, Dumas, Texas sits in the wide-open beauty of the High Plains, where big skies meet bigger possibilities. Founded in 1891 and named after Louis Dumas, a visionary investor who helped establish the town, Dumas has grown from a rugged frontier settlement into a thriving regional hub for agriculture, energy, and family life. With a population of just over 14,500, it offers that rare mix of economic vitality and small-town friendliness that defines the best of Texas living.

Though surrounded by the expansive plains of the Panhandle, Dumas feels close to everything that matters. The snow-capped peaks of New Mexico are only a few hours away, and the cultural and medical amenities of Amarillo are just down the road. The area's geography gives residents spectacular sunrises, dramatic evening skies, and easy access to outdoor adventures, from hiking and hunting to nearby lakes and canyons.

Families and professionals alike find Dumas a welcoming, grounded community. Local schools are deeply supported by residents, and youth sports, church events, and civic programs create a rhythm of life that's both wholesome and connected. The city's parks and recreation facilities, coupled with the highly regarded Window on the Plains Museum, highlight a strong sense of history and pride in place. Whether you're cheering at a Demons football game or browsing downtown shops, Dumas offers a genuine community spirit that newcomers quickly come to call home.



GOVERNANCE & ORGANIZATION

DUMAS

Texas

The City of Dumas operates under the Council-Manager form of government, with a Mayor and five City Commissioners elected at large to serve staggered two-year terms. The Mayor presides over meetings and works closely with the City Manager, who is appointed by the Commission and serves as the City's chief executive officer, responsible for daily operations and the implementation of Council policy.

City operations are organized through a focused set of departments that deliver essential services to residents and businesses. These include the City Manager's Office, Finance and Utility Billing, Police, Fire, Building Permits and Inspections, Solid Waste and Sanitation, Streets and Public Works, Water, Wastewater, Gas Utilities, Animal Control, Code Enforcement, and Emergency Management. Together, these departments reflect Dumas' commitment to efficiency, safety, and long-term community investment.

Economic GROWTH



- The Dumas Economic Development Corporation (EDC) is actively developing a 265-acre industrial business park with infrastructure already in place (including underground utilities) to attract manufacturing, logistics, food-processing and renewable-energy firms.
- The city/EDC broke ground in 2022 on a significant infrastructure project in the business park: water, sewer and drainage enhancements.
- A \$1 million federal grant from the Economic Development Administration (EDA), matched by local funds, was awarded for road, water and sewer infrastructure to support business growth in the park, with job creation (105 jobs) and private investment (\$3 million) targets.
- Transportation and pedestrian infrastructure is also advancing: A project by the Texas Department of Transportation (TxDOT) in the Amarillo district will include pedestrian infrastructure in Dumas, with a let date of March 2025.
- The city is investing in water-security infrastructure given region-wide pressures: The depletion of the Ogallala Aquifer is driving Dumas to build above-ground water storage and reinforce redundancy in its water supply system.
- The city council is pursuing a strategic planning grant through the DRIVE program for an economic development strategic plan (2025) focused on quality of life, workforce, and growth.

The POSITION

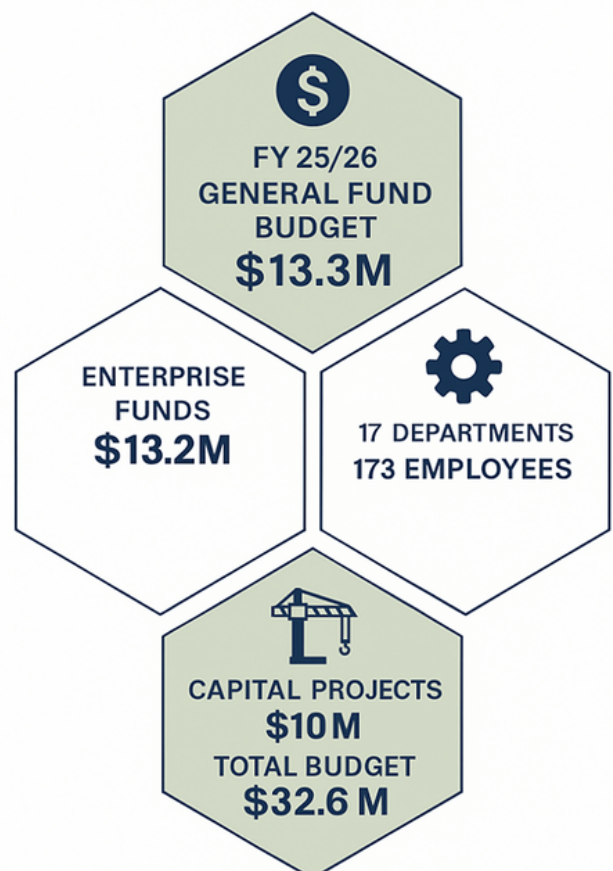
Under the direction of the City Manager, the Finance Director serves as a key member of Dumas's leadership team, responsible for safeguarding the City's fiscal health and ensuring its continued growth and stability. This position oversees all financial operations, including accounting, budgeting, payroll processing, cash management, and financial reporting. The Finance Director plays an essential role in guiding city leadership through informed, transparent decision-making that supports Dumas's commitment to responsible governance and long-term community investment.

The City of Dumas manages a balanced operating and capital budget that supports a wide range of municipal services, from public safety and public works to parks, and community development. As the City continues to invest in infrastructure and economic development, the Finance Director will help steer those initiatives by providing expert financial analysis, policy recommendations, and multi-year planning guidance.

This is a hands-on leadership role in a city that values collaboration and innovation. The Finance Director directly manages the Finance Department staff and works closely with the City Manager, City Commission, and department heads to ensure the effective use of City resources. The successful candidate will bring strong technical expertise, sound judgment, and a commitment to excellence in public service.

Dumas is seeking a finance professional who not only demonstrates accuracy and integrity in financial management but also sees the bigger picture, someone who understands that every dollar supports people, projects, and progress. The ideal candidate will take pride in helping the City build a secure financial foundation.

CITY OF DUMAS KEY FINANCIAL SNAPSHOT (FY 2025–2026)



INVESTING IN INFRASTRUCTURE & GROWTH

The **FINANCE PROFESSIONAL** we're looking for

Minimum Qualifications

Bachelor's degree in Accounting, Finance, Business, or Public Administration and five (5) years of progressively responsible experience in governmental or public-sector finance management; or an equivalent combination of education, training, and experience demonstrating strong financial and administrative capabilities.

Preferred Qualifications

- Municipal fund accounting experience is highly preferred.
- Certified Public Accountant (CPA) or Certified Government Finance Officer (CGFO) designation strongly preferred.
- Demonstrated experience in comprehensive financial management, including budget development, forecasting, auditing, and internal controls.
- Experience supervising staff and managing multiple funds, including enterprise or utility operations.

Preferred Knowledge

- Knowledge of Governmental Accounting Standards (GASB) and familiarity with Government Finance Officers Association (GFOA) reporting standards.
- Knowledge of Texas Truth-in-Taxation laws for annual property tax calculations and tax rate adoption.
- Understanding of Generally Accepted Accounting Principles (GAAP) and public-sector auditing standards.
- Proficiency in financial management software and spreadsheet applications.
- Familiarity with legal, ethical, and professional standards for municipal finance operations.
- Principles of efficient resource management, capital improvement planning, and long-term financial forecasting.
- Practices of public-sector administrative management, team leadership, and cross-departmental collaboration.

Preferred Standards

- Integrity and sound judgment in all financial and organizational matters.
- Strategic thinking and the ability to connect fiscal policy with citywide goals.
- Strong organizational and communication skills, with the ability to explain complex financial concepts to diverse audiences.
- Approachability and active community involvement, reflecting Dumas's collaborative culture.

COMPENSATION & BENEFITS

The City of Dumas is offering a competitive salary range of \$90,000 to \$110,000, commensurate with the candidate's experience and qualifications.

In addition to base compensation, the City provides a comprehensive benefits package designed to support the well-being and long-term stability of its employees. Full-time employees receive medical, dental, life insurance coverage, and a variety of leave benefits, including paid holidays, vacation, and sick leave.

Dumas participates in the Texas Municipal Retirement System (TMRS), offering one of the most reliable public-sector retirement programs in Texas, with a 6% employee deposit rate and a 2:1 employer match. Employees become vested after five years of service and are eligible for full retirement after 20 years. TMRS also includes a 70% repeating cost-of-living adjustment (COLA) and 100% updated service credit.

Relocation assistance available.

This entity is an Equal Opportunity Employer committed to building a workforce that reflects the diversity of the communities it serves. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, genetic information, or any other protected status under applicable law.

Join this TEAM



The position is open until filled.

Application deadline: 5 p.m./Friday/December 12, 2025

Please email your cover letter and resume in .pdf format to applydumas@clearcareerpro.com

Faxed and mailed submissions will not be considered.



For more information on this position contact:

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