

CITY OF AUSTIN



AUSTIN, TEXAS

# Vice President, Finance (Austin Energy)



\*All included pictures taken  
before the COVID-19 pandemic



## — A UNIQUE OPPORTUNITY

Austin Energy, the electric utility department for the City of Austin, is seeking a highly qualified individual to fill position of Vice President of Finance.

This is an executive-level position that reports to the Deputy General Manager, Chief Financial and Administrative Officer. As a part of the Austin Energy Executive Team, the Vice President of Finance provides leadership to approximately 100 professionals through four direct reports in the functional areas of Corporate Accounting, Budget and Financial Planning, Financial Risk Management, and Rates and Regulatory Support.



## A UNIQUE OPPORTUNITY (continued)

The Vice President of Finance will have several exciting challenges to address and areas of opportunity in which to excel. Austin Energy is preparing to conduct a rate review to establish base rates for the next 5-years. This public process will require excellent technical knowledge paired with effective communications skills. Austin Energy's Finance division is also embarking on a technology transformation with the implementation of Utilities International's UI-Planner for financial planning and reporting. In addition, the Vice President of Finance will be instrumental in maintaining the excellent 'AA' credit rating of the utility while the Texas utility industry and ERCOT address grid reliability.



## — ABOUT AUSTIN

This vibrant and dynamic city tops numerous lists for business, entertainment, and quality of life. One of the country's most popular and culturally dynamic cities, Austin was ranked #1 by the Wallstreet Journal in 2020 as the Hottest Job Market in the USA. Austin was selected as the #1 Best Place to Live in the U.S. and #4 on the Best Places to Retire by U.S. News & World Report in 2019 and ranked in the top ten on Forbes list of America's Best Employers in 2017. In support of the LGBTQ people who live and work in Austin, in 2020 and the previous seven years, the City of Austin scored 100 points out of 100 on the Municipal Equality Index from the Human Rights Campaign.

Austin is a beacon of sustainability, social equity, and economic opportunity; where diversity and creativity are celebrated, where community needs and values are recognized, where leadership comes from its community members, and where the necessities of life are affordable and accessible to all.





Emerging as a player on the international scene with such events as the Austin Marathon, Rodeo Austin, Austin Urban Music Festival, Blues on the Green, Austin Pride Festival, Austin Trail of Lights, SXSW, Austin City Limits, and Formula 1, and being home to companies such as Apple, Samsung, Dell, Oracle, IBM, and Ascension Seton Health. From the home of state government and institutions of higher education to the “Live Music Capital of the World” and its growth as a film center, Austin has gained worldwide attention as a hub for education, business, health, smart mobility, and sustainability. From its founding in 1835 through the year 2000, Austin’s population roughly doubled every 20 years. Austin’s population continues to increase with more than 100 people moving to the Austin area daily.

The city offers a wide range of events, from music concerts, food festivals, and sports competitions to museum displays, exhibits, and family fun. Austin is also home to a wonderful ballet, world-class museums, one-of-a-kind shopping, and beautiful outdoor spaces. You can just as easily spend your morning paddling the lake as you can strolling through a celebrated history museum.



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Located at the edge of the Texas Hill Country -- rolling terrain of limestone bluffs, springs, rivers, and lakes -- Austin's climate is ideal for year-round jogging, cycling, hiking on the city's many trails, or swimming at Barton Springs or one of the area's many other swimming holes. There are several excellent golf courses in the area, as well as opportunities for rowing, kayaking, canoeing, camping, rock climbing, disc golf, mountain biking, fishing, and more. Austin has something for everyone.



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## — AUSTIN CITY GOVERNMENT

The City of Austin is a progressive, full-service municipal organization operating under the Council-Manager form of government. Austin's mayor is elected from the city at large, and ten council members are elected from single-member districts. Terms of the mayor and council members are four years, and terms are staggered so that a general election is held every two years, with half the council being elected at each election. Term limits for the mayor and council members provide for two consecutive four-year terms. The City Council is responsible for the appointment of the City Manager, who is the Chief Administrative and Executive Officer of the City, City Clerk, City Auditor, Municipal Court Judges, and the Municipal Court Clerk.

To learn more about the dynamic City of Austin, visit [austintexas.gov](https://www.austintexas.gov).

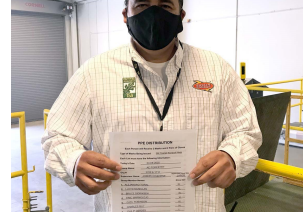


# — CITY OF AUSTIN STRATEGIC DIRECTION 2023

The City Council adopted six Strategic Outcomes and Indicators in 2018 as part of its Strategic Direction 2023 (SD23) to guide the City in improving quality of life and civic participation in the Austin Community over the next three to five years. The Vice President of Finance (Austin Energy) reports to the Austin Energy Deputy General Manager & Chief Financial and Administrative Officer who reports to the City Manager. The Vice President of Finance (Austin Energy), will be responsible for supporting department programs and initiatives as it relates to all six of the Strategic Outcomes in SD23. For more information, visit [Austin Strategic Direction 2023](#).







## Austin Energy

Austin Energy's mission is "To safely deliver clean, affordable, reliable energy and excellent customer service." To achieve its mission, Austin Energy adopted a 2020-2025 strategic plan. (the "Strategic Plan"). The Strategic Plan identifies adaptive strategies to proactively address customer expectations, deploy innovative technology, provide responsible energy services and ensure Austin Energy is well prepared for the challenges ahead.

The Strategic Plan is informed by several sources, including Austin Energy's Technology Roadmap, Facilities Masterplan, Resource, Generation Plan and Climate Protection Plan, and the City's strategic planning efforts.



## — Austin Energy (continued)

The primary focus of the Strategic Plan is to improve Austin Energy’s competitive position while realizing its vision of *“Powering a cleaner, brighter future with customer-driven, community-focused solutions.”*

The Strategic Plan addresses six overarching goals that are designed to enable Austin Energy to realize its vision. Customer Experience, Environmental Leadership, and Grid Resilience focus on delivering value to the customer and providing customer choice in the products and services offered. Employee Experience and Financial Health provide an internal focus on maintaining and increasing the value provided to employees, customers and the communities served. Finally, Health and Safety has both an internal and external focus, speaking to Austin Energy’s responsibility to always operate safely.

Austin Energy is an enterprise of the City of Austin with revenues of \$1.4 billion and assets of \$5.8 billion. Community-owned since 1895, we provide electric power and retail energy services to more than 520,000 customers in the Greater Austin area. The Austin City Council sets rates and terms and conditions of service. Austin Energy is part of the Electric Reliability Council of Texas (ERCOT). As a department of the City of Austin, we take pride in our commitment to public service.

Austin Energy’s 1,850 employees operate the 7th largest public power organization in the United States. Austin Energy owns or contracts for more than 4,600 megawatts of power generation using nuclear, coal, natural gas, biomass, wind and solar with assets located throughout Texas, ensuring both fuel and geographical diversity as a risk management strategy. Our energy delivery operations are responsible for 632 miles of transmission line, 76 substations and 11,666 miles of distribution lines. Austin Energy maintains state of the art Advanced Metering Infrastructure to assist with reliability and responsive service. Our Customer Care team operates the Utility Contact Center and billing services for all the City of Austin’s utility services and is also responsible for providing responsive 311 Services for the citizens of the City of Austin.



## Austin Energy Finance Division

The Vice President of Finance is responsible for the financial operations of the utility. This includes providing strategic advice and guidance to the Austin Energy executive team, the City Manager and our City Council. The Vice President of Finance will also interact with various citizen commissions, media, credit agencies and investors. Additionally, the Vice President of Finance will interact on a regular basis with the City of Austin Financial Services Division, Treasury and City Attorney's office. Austin Energy's Finance Division is comprised of 4 distinct but complementary organizations with a Finance Director providing management of each organization.

- Corporate Accounting provides accurate and timely recording of all financial transactions, preparation of GAAP financial statements, and, in conjunction with the City of Austin Controller's Office, is responsible for the annual external audit.
- Budget and Financial Planning office is responsible for the development and management of both the operating and capital budget as well as management of the financial systems.
- Financial Risk Management operates Energy Risk Management which provides energy trading and hedging compliance or "Mid-Office" support while Enterprise Risk Management provides risk identification and mitigation services for Austin Energy's operations.
- Rates and Regulatory Support is responsible for retail and transmission pricing, load forecasting and managing long range financial forecasting. The City Council has original jurisdiction over Austin Energy's retail electric rates, while the Public Utility Commission of Texas sets Austin Energy's recoverable Transmission Cost of Service.



## — IDEAL CANDIDATE

The ideal candidate should be knowledgeable managing utility and/or other governmental entity financial functions, including budgeting, accounting, accounts payable, procurement card program, forecasting, cost of service, rate development, debt management, and regulatory filings and reporting. The candidate should possess excellent interpersonal skills with a strong ability to establish relationships with City staff and the community. Prior supervisory experience in a large, robust city/organization is highly preferred. Advanced written and verbal communication skills are imperative for this position. The following core competencies are important for this role:

- **Community Collaborator** - Has experience in presenting complex financial information strategies to internal and external stakeholders on projects and programs that may include public outreach, council updates, and program implementation.
- **Electric Utility Expertise** - Advanced expertise in the area of Finance for the Electric Utility Industry with a background in municipal or public power.
- **Agility** - Ability to effectively manage changes and guide those changes through significant challenges while achieving organizational goals and objectives.
- **Equity Lens** - Ability to use an equity lens and framework to create inclusive, diverse, and safe workplaces and programs.
- **Communicates Effectively** - Demonstrates the ability to convey and receive information and ideas in an open, clear, and articulate manner with respect to cultural differences and others' perspectives.
- **Exercises Leadership** - Uses appropriate judgement to handle critical, problematic, or a striking set of conditions with focus, ownership, and accountability.
- **Thinks Strategically** - Enables others to better understand and implement the vision and strategy, while being the aligned forward thinker, has the ability to formulate and communicate sound business strategy, and implement in a clear and concise manner.



## — THE POSITION

Under nominal direction, this position coordinates and administers operations of Austin Energy's Finance business units, including Corporate Accounting, Budget and Financial Planning, Financial Risk Management, and Rates & Financial Support for Regulated Operations.

## — QUALIFICATIONS

The following are the minimum qualifications required for the Vice President of Finance (Austin Energy):

- **Education:** Graduation with a Bachelor's degree from an accredited college or university in accounting, finance, economics, or related field.
- **Experience:** Seven (7) years of relevant utility experience, including three (3) of which were in a managerial capacity. Graduation with a Master's degree from an accredited college or university may substitute for non-managerial experience up to a maximum of two (2) years.



## — COMPENSATION & BENEFITS

The salary range is commensurate based on experience and the approved salary range. The benefits package includes medical, dental and vision coverage, life insurance, compensated leave, short-term disability, and retirement benefits. The City is a member of the Proportionate Retirement Program. Optional benefits include supplemental life insurance, a 457 deferred compensation plan, long-term disability plan, and a legal plan. Visit [austintexas.gov/department/active-employee-benefits](https://www.austintexas.gov/department/active-employee-benefits) to learn more about the City's employee benefits.

Reasonable relocation benefits will be provided to the successful candidate.

## — HOW TO APPLY

To ensure consideration, candidates should apply by **November 15, 2021**. To apply, candidates must submit an application, a comprehensive resume, and cover letter online via the City of Austin jobs website at <https://www.austincityjobs.org/postings/92545>. Interested candidates should apply early in the process for optimum consideration.

For more information on this position, candidates may contact:

Thomas Birdwell

Thomas.Birdwell@austintexas.gov

512-974-3551

*Information submitted for consideration may be made available to the public in compliance with the Texas Open Records Act.*

*The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact 512-974-3210 or Relay Texas 7-1-1.*

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**HRD**

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RESOURCES  
DEPARTMENT

[austintexas.gov](http://austintexas.gov)



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