

FINANCE DIRECTOR

TOWN OF TELLURIDE *Colorado*



Why Apply?

This is an excellent opportunity to advance your career as a municipal finance director for a small, outstanding community in southwestern Colorado. The Town of Telluride is seeking a Finance Director to take the Town's financial operations to the next level. Telluride is an exceptionally well-managed, progressive, and professional community with a dedicated staff committed to public service and to providing an outstanding quality of life for its residents and visitors. This position offers a rare chance to enjoy the unique rewards of remote mountain living in a stunning alpine environment.



WELCOME TO TELLURIDE

Tucked in a box canyon at an elevation of 8,750 feet in the San Juan Mountains of southwest Colorado, the historic town of Telluride is known for its stunning setting, unmatched alpine recreation, charming Victorian architecture, and vibrant small-town atmosphere. Once a bustling mining community, Telluride has grown to over 2,500 residents and serves as the county seat and most populous town of San Miguel County.

Located roughly 330 miles southwest of Denver and 65 miles from Montrose Regional Airport, Telluride is both a remote and renowned all-season resort town. In winter, the world-class Telluride Ski Resort draws visitors from across the globe with its legendary terrain and breathtaking views. In the summer months, the valley comes alive with wildflowers, music festivals, and endless outdoor adventure—hiking, trail running, rock climbing, fly fishing, and mountain biking on a network of trails that weave through high-alpine meadows and rugged peaks.

Telluride is also celebrated for its cultural offerings. The historic Sheridan Opera House and the Telluride Film Festival attract internationally known artists and filmmakers, while a full calendar of events—including Bluegrass, Jazz, and Blues & Brews festivals—showcase the town's lively creative spirit. The historic downtown district, listed on the National Register of Historic Places, features local boutiques, galleries, and award-winning restaurants, all set against a backdrop of 13,000- and 14,000-foot peaks.

Though known for its popularity as a resort town, Telluride maintains a strong sense of community and a commitment to Telluride's small-town mountain lifestyle. Telluride is walkable, bike-friendly, and even boasts a free gondola connecting it to the neighboring town of Mountain Village—the only public transportation system of its kind in North America.



THE TOWN OF TELLURIDE

Incorporated in 1887, Telluride operates under a Home Rule Charter with a Council-Manager form of government. The Town Council consists of six members and a mayor, all elected for four-year terms.

The Town serves a population of about 2,500 across 2.2 square miles with a team of 118 FTEs. Departments include Clerks, Human Resources, Parks & Recreation, Community Services, Finance, Historic Preservation, Planning & Building, Marshal's Department, Legal, and Public Works. The Mayor and Town Council appoint the Town Manager, Town Attorney, and Municipal Judge/Hearing Officers. Telluride promotes public involvement through 14 active advisory commissions.

The Town has adopted a comprehensive work plan that prioritizes quality infrastructure, affordable housing to support workforce development, sustainability, community and park development, financial soundness, and environmental stewardship. The Town's 2025 total budget is \$103.3 million, and its bond rating is AA-.



THE FINANCE DEPARTMENT

The mission of the Finance Department is to provide relevant, timely, and accurate financial data to the Administration, Town Council, and residents of the Town of Telluride. The Department is responsible for general accounting and financial reporting, budgeting, accounts payable, accounts receivable, payroll, sales tax collection, utility billing and collections, cash management, investments, and debt management. The Department is also responsible for financing large capital projects and recording financial transactions in the general ledger. The Department operates with a budget of \$965,163 and a team of five FTEs: the Finance Director, Finance Manager, Senior Accountant, and Accounting Tech I (2). The Department also works closely with an excellent team providing outside financial advice and bond counsel. Telluride's Finance Department has received a GFOA award for budget presentation for each of the last 14 consecutive years.



THE FINANCE DIRECTOR

Reporting to the Town Manager, the Finance Director is the department head of the Finance Department and performs complex supervisory, administrative, and technical accounting and finance functions necessary to maintain the Town's accounting and financial records. This position directs financial and accounting operations and manages the Town's financial resources to ensure its fiscal well-being. The Director is an executive-level role and a key contributor to the Town's leadership team.

Despite Telluride's relatively small year-round population, the community swells to over 20,000 people during peak tourism seasons. As a result, the financial challenges and complexities are those typically found in much larger communities, especially those with a tourism-based economy. The successful Finance Director will be charged with managing substantially more challenging and complex financial issues than its size might otherwise suggest.

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OPPORTUNITIES & CHALLENGES:

- 1) The Town will be intensifying its update and migration to new finance software and technological platforms as a means of modernizing its system. A migration to the Cloud was undertaken two years ago, and the Finance Manager will be leading this internal improvement.
- 2) Telluride will be undertaking a wide variety of capital improvement projects in the coming years and the Finance Director will be intricately involved in the financing aspects of each of these major capital projects. They include a 900-vehicle parking facility, \$130 million regional wastewater treatment plant, and \$3 million upgrades to the Mahoney Bridge.
- 3) Like many communities, Telluride has a shortage of affordable housing—specifically housing for the local workforce that is fueling economic diversity. The community estimates a shortage of several hundred residential units. The Town will be heavily involved in acting as developer and financier for a wide variety of housing options. Innovative financing mechanism will need to be identified for residential workforce development that also complements surrounding commercial and civic uses.
- 4) The “Gondola”—an aerial tramway—provides a mass transit mechanism around the community. The Gondola moves approximately three million people per year and will require a substantial upgrade. The improvements will accommodate expanded commercial, residential, cultural, and civic development which is adjacent. The Finance Director will be part of a development team on this project and will oversee the financial considerations.



IDEAL CANDIDATE TRAITS

- Knowledge of, or ability to learn, applicable federal, state, and local laws and legal procedures.
- Experience in accounting, budgetary, and reporting systems; GAAFR, GAAP, and GASB; management information systems and financial software.
- Demonstrated expertise in long-range financial planning and forecasting, with the ability to model scenarios and clearly inform strategic decision-making.
- Adheres to the highest ideals of honesty, ethics, integrity, and public service. Possesses strong values of accountability, transparency, responsiveness, and customer service.
- Understands financial tools associated with housing projects.
- Conducts themselves and interacts with others with mutual respect, dignity, professionalism, and emotional intelligence.
- Is a strong strategic thinker with a positive, “can-do” attitude and is committed to project completion and continuous improvement.
- Has strong leadership abilities and supervisory skills with a focus on managing, supporting, and guiding finance staff in essential fiscal functions ensuring efficient and responsible fund management.
- Ability to work as part of an organizational team in partnership to achieve goals involving multiple departments or entities.
- Has excellent oral and written communication skills and presents complex information to the public in a clear, concise, and understandable manner.
- Experienced in the basic core competencies of public finance, and has demonstrated technical proficiency in the areas of budget preparation and monitoring; financial planning, analysis, and modeling; capital improvement planning; compensation plans; technological innovations and software systems; managing public enterprise budgets; revenue streams; investments; audits; purchasing and expense management; bonded indebtedness and debt management.

COMPENSATION & BENEFITS

The Town of Telluride is offering an annual salary range of \$147,092 to \$213,283 for this position, depending on qualifications and experience. Subject to Town Council's approval of the 2027 budget, the position is also anticipated to receive a 3% cost-of-labor adjustment in January and eligible for a merit increase in July. The comprehensive [benefits](#) package includes:

- Medical, dental, and vision insurance
 - No employee premium; shared premium for family coverage
- Town-paid life insurance and long-term disability
- Sick leave at 80 hours per year
- Paid vacation and holidays
- Retirement plan with Town match
- Flexible spending and dependent care account
- EAP program with telemedicine and virtual mental health
- Fringe benefit of either Merchant Ski Pass or Wellness reimbursement

EDUCATION & EXPERIENCE

- Bachelor's degree in finance, accounting, business or related field (master's desired)
- CPFO (or ability to obtain within two years) or CPA
- 5-6 years of experience working in public finance desired
- 2-4 years of supervising employees
- Knowledge of GAAFR, GAAP, and GASB; management information systems; and financial software

Or equivalent education and experience that demonstrate the necessary knowledge, skills, and abilities.

TO APPLY

Apply Online: gmphr.com

First Review: **Open until filled, with rolling interviews**

More Info: Malcolm Fleming, GMP Consultants
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RESOURCES

[Town Budget & Financial Statements](#)

[Community Vision Plan](#)

[Town Culture Guide 2025](#)

[Telluride Tourism Board](#)

