




ALLIANCE
RESOURCE CONSULTING LLC

Principal Investment Officer
Department of Finance
City of San José, CA

The City of San Jose

The City of San José plays a vital economic and cultural role anchoring the world's leading region of innovation. Encompassing 180 square miles at the southern tip of the San Francisco Bay, San José is Northern California's largest city, third largest in the State, and the 10th largest city in the nation. With more than one million residents, San José is one of the most diverse large cities in the United States. San José's transformation into a global innovation center has resulted in one of the largest concentrations of technology companies and expertise in the world, including major technology headquarters like Cisco, Adobe, Samsung, and eBay, as well as start-ups and advanced manufacturing.

San José has received accolades for its vibrant neighborhoods, healthy lifestyle, and diverse attractions from national media, including *Business Week* and *Money* magazines. The downtown area is home to high-rise residential projects, theaters, museums, and diverse entertainment attractions such as live music, live theater, cafes, restaurants, and nightclubs. Inquiring minds are served by The Tech Interactive, the San José Museum of Art, and many local galleries and venues. The City is served by 15 of the 32 public school districts in the County of Santa Clara, and over 300 private and parochial schools provide residents with a range of educational choices. Universities in and near the City include San José State University, Santa Clara University, Stanford University, and three University of California campuses.

In 2011, the City adopted Envision San José 2040, a long-term growth plan that sets forth a vision and comprehensive road map to guide the City's anticipated growth through the year 2040. The Plan proactively channels that growth in new homes and workplaces into transit-accessible, infill growth areas, and supports evolution toward a more urban landscape and lifestyle. The San José area is powered by one of the most highly educated and productive populations in the United States. More than 40% of the workforce has a bachelor's degree or higher, compared with 25% nationally. Forty percent of San José residents are foreign born, and 50% speak a language other than English at home. San José is proud of its rich cultural diversity and global connections, and the essential role the City plays in connecting residents and businesses to the nation and the world.



The City Government

The City of San José is a full-service Charter City and operates under a Council-Manager form of government. The City Council consists of ten (10) council members elected by district and a mayor elected at large. The City Manager, who reports to the Council, and his executive team provide strategic leadership that supports the policy-making role of the Mayor and the City Council, and motivates and challenges the organization to deliver high quality services that meet the community's needs. Department heads, including the Director of Finance, are appointed by the City Manager with confirmation by the City Council. The City actively engages with members of the community through Council-appointed boards and commissions.

In addition to providing a full range of municipal services including police and fire, San José operates an airport, a municipal water system, a regional wastewater treatment facility, some 200 neighborhood and regional parks, and a library system with 24 branches. The City also oversees convention, cultural, and hospitality facilities that include the San José McEnery Convention Center, Center for the Performing Arts, California Theater, Mexican Heritage Plaza, and the SAP Center San José – home of the National Hockey League San José Sharks.

City operations are supported by 6,647 full-time equivalent positions and a total operating and capital budget of \$5.12 billion (for the 2022-23 fiscal year). San José is dedicated to maintaining the highest fiscal integrity and maintaining its consistently high credit ratings to ensure the consistent delivery of quality services to the community. Extensive information regarding San José can be found on the City website at www.sanjoseca.gov.

The Finance Department

The Finance Department mission is to manage, protect and report on the City of San José's financial resources to enhance the City's financial condition for residents, businesses, and investors. The Finance Department has four core divisions:

- ▶ Accounting, including a City-wide Emergency Operations Center Fiscal Recovery Unit
- ▶ Debt & Treasury Management
- ▶ Purchasing & Risk Management
- ▶ Revenue Management

The Finance Department works in partnership with the departments of Human Resources, Information Technology, and Public Works as the Strategic Support City Service Area to effectively develop, manage and safeguard City fiscal, physical, technological, and human resources to enable and enhance the delivery of City services and projects. The Finance Department has a \$24.2M FY 2022-23 operating budget with and 134 budgeted full-time equivalent positions.

The Position

The Principal Investment Officer is a working title and is officially classified as an Investment Officer.

The Principal Investment Officer reports to the Deputy Director of Finance overseeing the Debt & Treasury Management division of the Finance Department. As such, the Principal Investment Officer is part of a collaborative management team and acts as an advisor to the Director of Finance, the Assistant Director of Finance, and the Deputy Director of Finance – Debt & Treasury Management. This position manages a team of thirteen (13) full-time employees, including three direct reports – two (2) financial analysts and a banking operations manager.

Typical duties include:

- ▶ Managing the day-to-day activities of the City investment portfolio by making recommendations regarding the City's investment and liquidity strategy, preparing and reviewing financial and credit analyses of various investment options, and negotiating purchases, sales and exchanges of marketable securities.
- ▶ Preparing and administering the City cash flow analyses and forecasts.
- ▶ Establishing priorities and performing short- and long-term strategic planning related to the City's investment program, banking operations and other Treasury related operations.
- ▶ Researching and providing recommendations for technology enhancements related to investment management and banking operations.
- ▶ Overseeing relationships with, and the annual review process for, financial institutions, brokers and dealers doing business with the City's Investment team.
- ▶ Leading the ongoing and annual review of the City's Investment Policy.
- ▶ Directing and preparing complex financial, statistical and narrative reports, correspondence and other documents for a variety of audiences including the Director of Finance, Assistant Director of Finance, Deputy Director of Finance – Debt & Treasury Management, City Manager, Mayor and City Council.
- ▶ Coordinating with the external auditor the semi-annual audits of the investment program and ensuring the investment program is compliant with the City Policy.
- ▶ Managing the daily banking, payment processing, and cashiering activities, through oversight of the Banking Services, Payment Processing and Cashiering units.
- ▶ Managing the credit analysis activities for the San José Community Energy Department, the City Community Choice Aggregator, a clean energy provider, either directly or through assigned team members.

City Quarterly Investment Reports are located at <https://www.sanjoseca.gov/your-government/departments/finance/reports>

The City Investment Policy is posted at <https://www.sanjoseca.gov/your-government/departments/finance/policies>

The Ideal Candidate

The City of San José is seeking an investment expert with the skill and confidence to recommend sound investments that yield positive returns in the context of an Investment Policy focused – in priority order – on safety, liquidity and yield and limited by the City Charter, Municipal Code and conformance to California Government Code with the following key constraints:

- ▶ Individual investment terms must be no longer than five years;
- ▶ Investments are limited by sector and by credit rating;
- ▶ Investments must be managed around cash flow requirements;
- ▶ Investment portfolio is primarily managed as a buy-and-hold portfolio (vs. active management);
- ▶ Social responsible investment goals which includes prohibition of direct investments in certain commodities, such as fossil fuels.

In addition to superior technical skills, the ideal candidate will embrace the responsibility for managing people and exhibit an inclusive, supportive leadership style that prepares employees for career advancement. The ideal candidate will have outstanding communication skills, be a good listener and embrace feedback. This person will also excel at collaborating and facilitating discussions.

The Principal Investment Officer and team will be expected to work market hours (the team currently works from 7 a.m. to 4 p.m.).

The ideal candidate will have knowledge of:

- ▶ California Government Code Sections 53600 et seq., including competency in exercising fiduciary responsibilities to protect the interests of the City, tax and rate payers, and the public
- ▶ Institutional investment methodologies and how they apply to municipal fixed income portfolios
- ▶ Fixed income security markets
- ▶ Fundamentals of risk management and credit analysis
- ▶ Principles and practices of cash flow analysis
- ▶ Bloomberg, Sungard, Sympro and/or similar investment management systems
- ▶ Municipal organizations and management processes
- ▶ Investment and financial management procedures and practices
- ▶ Modern portfolio theory and application
- ▶ Risk monitoring and management methods and techniques
- ▶ Analytical techniques commonly utilized in the management of fixed income portfolios
- ▶ Economic and market conditions and trends and their effect on short-term investment programs and strategies
- ▶ Applicable investment laws, rules, regulations, compliance considerations and professional standards
- ▶ Principles of effective workforce supervision including employee selection, grievance and disciplinary procedures

Prior public sector experience is highly desirable.

Minimum Qualifications:

Education: Bachelor Degree from an accredited college or university in finance, financial engineering, mathematics, economics, actuarial science or a related field.

Experience: Five years of related work experience in a defined benefit retirement fund, investment consulting, investment management or pension consulting, or experience with investing funds for a municipality or working for a financial firm handling municipal investment accounts.

Licensing: Possession of at least one of the following certifications are highly desirable:

- ▶ Chartered Financial Analyst (CFA) Certification; or
- ▶ Chartered Alternative Investment Analyst (CAIA) Certification; or
- ▶ Chartered Enterprise Risk Analyst (CERA) Certification; or
- ▶ Fellow or Associate of the Society of Actuaries (FSA or ASA)

Acceptable Substitutions: Post-graduate degree from an accredited college or university in finance, mathematics or economics or other field involving mathematical modeling may substitute for one year of the required experience. In addition, a Masters Degree in business, finance, accounting, public administration, economics or related field may substitute for one year of the required experience for the Fixed Income Operating Funds specialty.

Employment Eligibility: Federal law requires all employees to provide verification of their eligibility to work in the U.S. Please be informed that the City of San José will not sponsor, represent, or sign any documents related to visa applications/transfers for H1-B or any other type of visa that requires an employee application.

Competencies

The ideal candidate will possess the following competencies, as demonstrated in past and current employment history. Desirable competencies for this position include:

Job Expertise - Demonstrates knowledge of and experience with applicable professional/technical principles and practices, Citywide and departmental procedures/policies and federal and state rules and regulations.

Leadership - Leads by example; demonstrates high ethical standards; remains visible and approachable and interacts with others on a regular basis; promotes a cooperative work environment, allowing others to learn from mistakes; provides motivational supports and direction.

Analytical Thinking - Approaching a problem or situation by using a logical, systematic, sequential approach.

Communication Skills - Effectively conveys information and expresses thoughts and facts clearly, orally and in writing; demonstrates effective use of listening skills; displays openness to other people's ideas and thoughts.

Computer Skills - Experienced with common business computer applications including but not limited to: MS Outlook, MS Word, MS PowerPoint, MS Access, and MS Excel.

Customer Service - Demonstrates the ability to anticipate customers' needs and deliver services effectively and efficiently using professional demeanor.

Decision Making - Identifies and understands issues, problems, and opportunities; uses effective approaches for choosing a course of action or developing appropriate solutions.

Initiative - Exhibits resourceful behaviors toward meeting job objectives; anticipates problems, is proactive, and avoids difficulties by planning ahead; displays willingness to assume extra responsibility and challenges; pursues continuing education opportunities that promotes job performance.

Planning - Acts to align own unit's goals with the strategic direction of the organization; defines tasks and milestones to achieve objectives, while ensuring the optimal use of resources to meet those objectives.

Management - Ensures support for projects and implements department goals and strategic objectives. Evaluates priorities to ensure the 'true' top priorities are handled satisfactorily; sets clear goals for the employees and the work unit.

Social Awareness - Demonstrates the ability to read or sense other people's emotions and how they influence the situation of interest or concern; demonstrates empathy and organizational awareness.

Important Information

Upon commencement of employment and subsequently each spring, the incumbent of this position must file the Family Gift Reporting Form together with the Statement of Economic Interest-Form 700. Please view the following link for details related to the State-Required reporting: [Form 700 \(ca.gov\)](#) and the following link for the City of San José Family Gift Reporting Form: [showpublisheddocument \(sanJoseca.gov\)](#).

Per the City's [COVID-19 Mandatory Vaccination Policy](#), the City requires all employees starting on or after February 11, 2022 to provide proof of vaccination as a condition of employment absent a documented medical and/or religious exemption. Proof of vaccination means that employees are required to be "up-to-date" with regards to the COVID-19 vaccine. Consistent with the Santa Clara County Public Health Order issued on December 28, 2021, "up-to-date" means that employees are required to be vaccinated with the entire recommended initial series of a COVID-19 vaccine (two doses of the Pfizer, Moderna or Novavax COVID-19 vaccine or a single dose of the Johnson & Johnson COVID-19 vaccine).

Please be aware that as a result of the COVID-19 pandemic the City has currently moved to a hybrid work environment; therefore, the Principal Investment Officer is required to be onsite at least three (3) days per week. In the initial period of employment, onsite expectations may be higher as the selected candidate becomes more familiar with the Department and City. The Principal Investment Officer will be assigned a laptop by the City with all software and software access required to perform the assigned duties remotely. The Principal Investment Officer will be required to have/provide their own internet connectivity and other requirements as specified in the City's [Remote Access Policy 1.7.3](#) to be able to fully perform their responsibilities remotely.



Compensation

The total salary range for Investment Officer classification is **\$122,191.42 - \$172,653.78**. This amount includes an approximate five percent (5%) ongoing non-pensionable pay. Actual salary shall be determined by the final candidates' qualifications and experience. The City also provides an attractive benefits package that includes, but is not limited to:

Retirement – Competitive defined benefit retirement plan with full reciprocity with CalPERS.

Health Insurance – The City contributes 85% towards the premium for the lowest-priced non-deductible plan. Several plan options are available.

Dental Insurance – The City contributes 100% of the premium of the lowest-priced plan for dental coverage.

Personal Time – Vacation is accrued initially at the rate of three weeks per year with amounts increasing up to five weeks after 15 years of service. Vacation accrual may be adjusted for successful candidates with prior public service to reflect a vacation accrual rate commensurate with total years of public service. Executive Leave of 40 hours is granted annually and, depending upon success in the Management Performance Program, could increase to up to 80 hours. Sick Leave is accrued at the rate of approximately 8 hours per month.

Holidays – The City observes 15 paid days annually.

Deferred Compensation – The City offers an optional 457(b) plan.

Flexible Spending Accounts – The City participates in Dependent Care Assistance and Medical Reimbursement Programs.

Insurance – The City provides a term life insurance policy equal to two times annual salary. Long-term disability and AD&D plans are optional.

Employee Assistance Program (EAP) – The City provides a comprehensive range of services through its EAP.

Executive Management Benefits –

<https://www.sanjoseca.gov/home/showpublisheddocument?id=21323>

Health Benefits –

<https://www.sanjoseca.gov/your-government/departments/human-resources/benefits>

How to Apply

Apply immediately. Candidate applications will be reviewed as submitted and qualified candidates will be asked to video interview on an ongoing basis. This recruitment is open until filled. For questions, inquiries or candidate recommendations, please contact:

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Alliance Resource Consulting LLC

LinkedIn: <https://www.linkedin.com/company/alliance-resource-consulting>

The City of San José is an equal opportunity employer. Applicants for all job openings will be considered without regard to age, race, color, religion, sex, national origin, sexual orientation, disability, veteran status or any other consideration made unlawful under any federal, state or local laws. The City of San José is committed to offering reasonable accommodations to job applicants with disabilities.