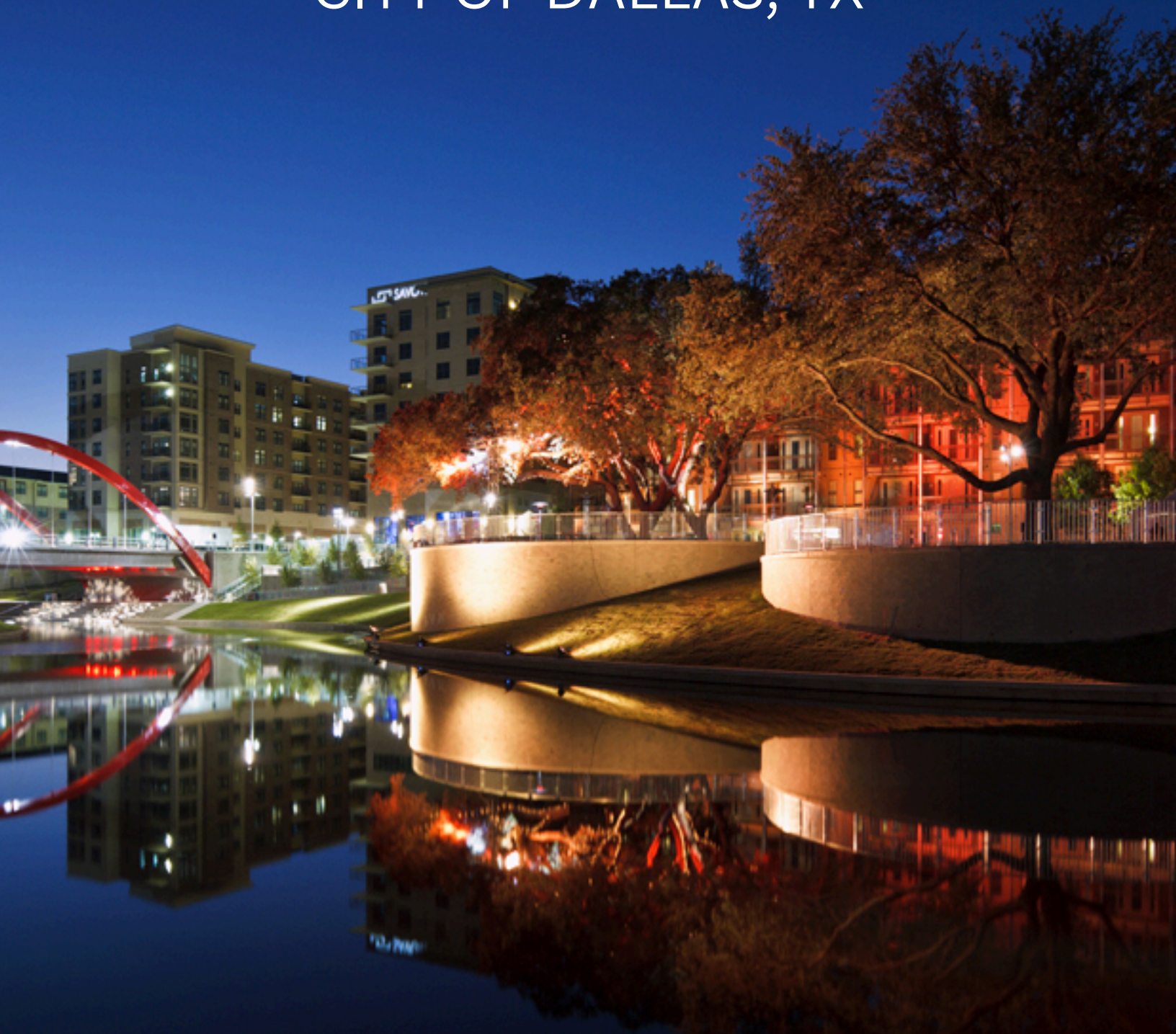




POLIHIRE announces executive recruitment for

CITY AUDITOR CITY OF DALLAS, TX



ABOUT THE REGION

As the ninth-largest city in the United States and the third-largest in Texas, Dallas has over 1.3 million residents. The Dallas-Fort Worth-Arlington metropolitan area, commonly known as the Dallas Fort Worth (DFW) Metroplex, has more than 120 cities and a population of more than 7 million residents. The region is proud of its diverse neighborhoods and attracts residents desiring an affordable and active urban lifestyle. As such, Dallas is among the most ethnically diverse major cities in the United States with residents of Hispanic or Latino (42%), African American (24%), Caucasian (29%), and Asian (5%) descent, and the DFW region has the sixth-largest LGBTQ community in the U.S.

Dallas is a “Top Tier” entertainment and leisure destination with much to offer both residents and tourists alike. The Dallas Arts District is the largest urban arts district in the United States with Fair Park boasting the largest collection of Art Deco buildings in the country. Dallas offers an exciting and diverse food scene, and the region is the home of six major sports franchises.

Dallas is also a leader in education access and opportunity with more than 300 public and nearly 90 private primary and secondary schools, in addition to more than 40 higher education institutions, including the University of Texas Southwestern Medical School, Southern Methodist University, the University of North Texas, Texas Christian University, University of Texas at Arlington, and University of Texas at Dallas.



ABOUT CITY GOVERNMENT

The City of Dallas operates under a Council-Manager form of government with a Mayor and 14 City Council Members serving as district representatives. Under this form of government, the elected body sets policies for the operations of the City. The City Manager is appointed by the Mayor and City Council to serve as the chief administrator over the City government organization. The City Manager has an Executive Leadership Team, which consists of seven Assistant City Managers and Chiefs.

The City of Dallas is a full-service organization composed of more than 30 departments. The City Manager oversees all departments and functions of the City except those of City Attorney, City Secretary, City Auditor, and judiciary, each of whom reports directly to the City Council. In addition, the Park and Recreation Department does not report directly to the City Manager but has its own board that is appointed by the City Council.

Dallas has an FY 2025-26 operating budget of \$5.2 billion and an overall capital improvement budget of \$952.6 million.

An award-winning organization

The City of Dallas has received national accolades. Among other things, the City has been recognized for being a great place to work (particularly for parents), for being a local government that promotes equality through its policies, and for excellence in data-driven local government.



ABOUT THE OFFICE OF THE CITY AUDITOR

Mission Statement

The Office of the City Auditor's mission is to collaborate with elected officials and employees to elevate public trust in government by providing objective assurance and advisory services.

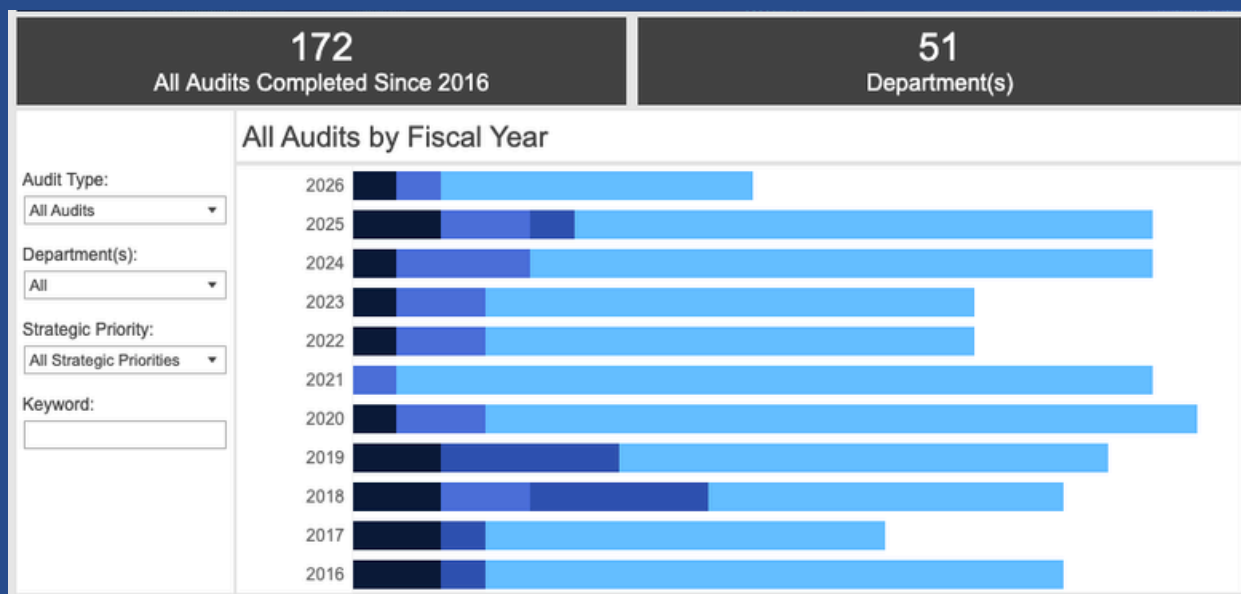
The City of Dallas Office of the City Auditor performs work for and under the direction of the Dallas City Council in order to address risks related to the delivery of City services and satisfy responsibilities established by the Dallas City Charter, meet the needs of the City Council, and outline the professional services that the Office of the City Auditor plans to initiate and/or complete during the Fiscal Year 2026. The 20 engagements in the **FY 2026 Audit Plan** cover a range of topics across multiple City departments:

Revenue audits examine whether relevant departments are accurately billing, collecting, and receiving fees, taxes, fines, and franchise revenues in accordance with laws, contracts, and City policies.

Operations audits review key services such as 911 operations, crime statistics, public safety staffing models, radio communications, and water utility payment systems to ensure accurate reporting, proper staffing, security, and effective service performance.

Administrative audits assess zoning, permitting, procurement, construction project management, and third-party risk management to identify delays, improve processes, and benchmark Dallas against peer cities.

City of Dallas Audit Dashboard



ABOUT THE CITY AUDITOR

The City of Dallas seeks a strategic, independent, and highly credible executive to serve as its next City Auditor. Reporting directly to the City Council, the City Auditor provides executive leadership for a comprehensive internal audit function that promotes accountability, strengthens governance, and enhances the effective and efficient use of public resources.

Key responsibilities

In alignment with the requirements of the position, the City Auditor:

- Leads financial, compliance, performance, and special audits, as well as investigations
- Conducts audits of City departments and other entities receiving City funds
- Ensures quality and accuracy of information used for decision-making
- Monitors and evaluates accounting systems, financial records, and City funds
- Examines financial records and ensures compliance with GAAP
- Assesses internal controls and recommends improvements
- Reports irregularities and deficiencies to City leadership
- Evaluates efficiency and effectiveness of City programs
- Serves as liaison to external auditors and oversight agencies

Qualifications

The qualified candidate will have ten (10) years of progressive leadership experience in auditing or accounting (including in the areas of fraud, waste, abuse, or pension/investment administration); the Certified Public Accountant designation; and a bachelor's degree in Accounting, Finance, Public Administration, or related field. A master's degree is preferred.

The ideal candidate will demonstrate the following experience and skills:

- Expertise in internal controls, regulatory requirements, accounting policies, internal audit best practices, and auditing of financial and information systems
- Experience in public sector accounting and business process analysis
- Proven leadership ability to set vision, goals, and strategy for an audit organization; recruit talent; lead and develop teams; and make sound independent decisions
- Ability to identify future risks and opportunities, improve systems and processes, respond quickly to changing priorities.

APPLICATION AND SELECTION

The Process

Dallas City Charter Chapter IX, Sec. 1 provides for the selection of a City Auditor, who holds office for a period of two years and until a successor shall be chosen and shall qualify, and who is appointed by the City Council after being “nominated in accordance with a nomination procedure established by ordinance.” Dallas City Code, Chapter 2, § 2-17.2 outlines the process for nomination, selection, appointment, and reappointment of the city auditor. The appointment of the City Auditor does not include a written contract of employment.

Dallas City Code stipulates the composition of the commission established to nominate a candidate for City Auditor. The commission consists of five members, including a chair and vice-chair, with specific professional qualifications. One member must represent the Dallas Chapter of the Texas Society of Certified Public Accountants, and one must be the Dallas regional director or highest-ranking Dallas auditor of the U.S. Government Accountability Office. The remaining three members must come from qualified backgrounds such as leadership at major accounting firms, executives or auditors of large publicly traded companies headquartered in Dallas County, former Dallas mayors or council members, or current/former City Auditors. These requirements are designed to ensure the commission has strong expertise in finance, auditing, governance, and public accountability.

Residency Requirement

The City Auditor shall be a resident of the City of Dallas. If at the time of appointment, the City Auditor resides outside the City of Dallas, then he or she shall relocate into the City within a time period required by the City Council.

Application Instructions

The City of Dallas is partnering with POLIHIRE to recruit the next City Auditor. To be considered for this position, please attach 2 PDFs – a letter of interest and your resume – in an email to Dallas_Auditor@polihire.com.

Please include only your name (Last, First) in the subject line.