

■CORE COMPETENCIES■

Strategic Planning & Execution; Thought Leadership & Process Innovation; Governance Design & Effectiveness Assessment; Change Management; Operational Excellence & Performance Management; Risk Identification & Remediation Solutions

■PROFILE■

- Possess staff, management, and executive-level experience in developing, leading, implementing, and collaborating on strategic initiatives, business transformations, functional processes and operational improvements within public and private sector organizations.
- Seasoned professional with demonstrated leadership and operational management experience in the areas of audit, accounting, corporate finance, risk management, trading, and compliance, accumulated within the U.S. financial services, electric/water/natural gas utility, higher education, local government, public transit and non-profit sectors.
- Trusted advisor to board of directors, board level audit committee, and executive and operational management, with recognized skill providing constructive and executable recommendations to improve the design, efficiency and the operating balance between business practices and governance.
- Experience developing Enterprise Compliance and Enterprise Risk Management Frameworks using best practices.

■PROFESSIONAL EXPERIENCE■

National Rifle Association

2024-Present Year

Dallas, Texas

Director Audit and Compliance

- Developing and implementing infrastructure elements to create internal audit function consistent with professional best practices
- Provide litigation support
- Report on control deficiencies to the Audit Committee of the Board and provide internal control improvement recommendations via informative audit reports
- Develop and administer annual audit plan and related risk assessment methodology

City of Fort Worth, Texas

2022 –2024

Fort Worth, Texas

City Auditor

Appointed by and reporting directly to City Council, oversaw, organized, planned, and directed the operations of the Office of City Auditor including the following major responsibilities:

- Performing risk-based independent, objective, assurance, and consulting services
- Monitoring and assuring compliance with the City Charter, ordinances, and other applicable law
- Providing non-partisan research and support to the City Council
- Assuming final accountability for all work product of the Office of City Auditor
- Partnering with City departments in support of City goals and initiatives
- Consulting with and advising the City's elected officials, department heads, boards and commissions, and others on matters that are within the purview of the City Auditor or the Office of City Auditor
- Serving as primary advisor to the Audit Committee, ensuring development of its members, and assisting in coordinating successful interactions and relationships for the Audit Committee with elected officials, department heads, and others within and outside of the city enterprise

SunLine Transit Agency

2022 - 2022

Thousand Palms, California

Chief Financial Officer

Oversaw finance organization comprised of 24 budgeted finance and accounting full-time equivalent (FTE) professionals with broad range of accountabilities including:

- Providing executive leadership and strategic oversight for all Finance and Accounting services and activities including financial reporting and analysis, financial planning and forecasting, operating and capital budget development/administration, procurement, contracts administration and union negotiations, federal and state grants administration, accounts receivable/payable, liquidity/capital management, payroll and risk management
- Collaborating with executive leadership team to develop and execute the financial strategy of the company and provide timely, insightful financial and operational data and analysis
- Directing the effective design and implementation of accounting policies and internal controls
- Partnering with department heads to develop and retain highly competent, customer service-oriented staff through selection, training, and day-to-day management practices that support the Agency's mission, vision, strategic goals, initiatives, and core values

Imperial Irrigation District

2018-2021

Imperial, California

Chief Internal Auditor

Served as head of internal audit with direct reporting line to the Board of Directors for this \$3 billion, 1,500 employee, electric and water utility, and charged with key accountabilities that include the following:

- Development and administration of an internal audit Quality Assurance and Improvement Program (QAIP) and risk-based annual internal audit plan covering operational, financial, compliance and information technology (IT) related audit engagements
- Leading internal audit's migration to conformance with the Institute of Internal Auditors International Standards for the Professional Practice of Internal Auditing (IPPF) and the Code of Ethics
- Administration and investigations of whistleblower hotline cases
- Oversight of audit engagements including planning, risk assessments, scoping, work program development, fieldwork, observations, final audit reports, board reporting and tracking and close out of management action items
- Develop, motivate and manage internal audit staff towards effective and timely execution of value-added audit engagements and management recommendations

County of Santa Barbara

2017-2018

Santa Barbara, California

Internal Audit Chief

Recruited to design and implement the required infrastructure (procedures, policies, staffing, systems, standards, etc.) to establish and sustain an internal audit division capable of serving as a trusted advisor and respected assurance and advisory service to Board of Supervisors and other key stakeholders; accountabilities associated with this role include the following:

- Development and administration of an enterprise-level risk assessment methodology to identify and catalogue key enterprise processes, risks, internal controls, emerging risks and compliance obligations
- Development of a risk-based enterprise-level annual internal audit plan
- Implementation and administration of a whistleblower hotline
- Development of functional performance measures and objectives
- Development and implementation of formal training curriculum for internal audit staff
- Oversight of audit engagements including planning, scoping, work program development, fieldwork, observations, final audit reports, and tracking of management action items

Chief Audit Executive – Institutional

Reported to Audit Committee and helped to ensure effective internal audit function was in place with a focus on adding value and improving the operations, risk management, control and governance processes with risk based, objective and reliable assurance, advice and insight in compliance with professional and governmental auditing standards, and assisted in helping to accomplish organizational goals and objectives through the following accountabilities:

- Designing and implementing an annual audit-plan risk assessment methodology linked to organizational strategic objectives, operational priorities, and best practice internal control frameworks
- Administering, with appropriate stakeholder involvement and approval, a risk-based annual audit plan (Assurance & Consulting services for: *Financial, Operational, Compliance, IT, etc.*)
- Managing staff towards the timely accomplishment of the internal audit plan and monitoring progress based upon the Institute of Internal Auditors (IIA) International Professional Practices Framework; coordinating external audits and regulatory reviews
- Providing verbal and/or written communications of audit findings, coordinating remediation efforts with management, and reporting on the status of outstanding management action plans
- Developing Office of Internal Audit 3-year operating plan to include budget, performance metrics, staff competencies development, strategic initiatives and functional points of focus
- Facilitating the institution's Enterprise Risk Management (ERM) initiative through the development of a conceptual design for an ERM Program framework based upon reputable benchmarks and best practices

CPS ENERGY

San Antonio, Texas

2013 – 2015

Chief Audit, Ethics and Compliance Officer

Reported to Audit Committee of Board of Directors and enhanced the effectiveness of Company's governance model with appropriately designed, targeted and implemented operational practices, and staff level competencies, which supported a strong ethical climate, and facilitated operational, financial and compliance related success. Continually evaluated the effectiveness of the governance framework and operating model, while balancing multiple stakeholder interests against the goals of business-support functions, business-control functions, and cross functional operating committees

- Served as *Chief Audit Executive* with oversight of the internal audit function, development of the Company's annual, risk-based internal audit plan and execution of financial, operational, compliance and information technology (I.T.) audit engagements
- Served as *Chief Ethics Officer* accountable for the effectiveness of the Company's Ethics Program, in creating ethical awareness, a highly ethical culture, and preventing and detecting ethical lapses, through education, outreach, investigations and corrective actions
- Served as *Chief Compliance Officer* responsible for designing risk-based Enterprise Compliance Program: Program includes a standards and principles framework; self-assessments against program compliance process controls; maturity evaluation of capabilities infrastructure used to support effectiveness of compliance process controls; development of improvement plans to address control and infrastructure deficiencies identified; and quality control audits of the Enterprise Compliance Program
- Served as designated *senior manager* accountable for oversight of compliance with North American Electric Reliability Corporation (NERC) Critical Infrastructure Protection (CIP) standards
- Collaborated with Enterprise Risk Management and other senior executive stakeholders to identify key enterprise risks facing the Company

SOUTHERN CALIFORNIA EDISON

Rosemead, California

2010 - 2013

Oversaw staff, executed operational practices and provided peers and senior management with solutions-oriented recommendations to facilitate commercial activities consistent with growth and customer service targets, and better manage operational risks of the organization to within risk tolerance levels.

Manager – Audit Services

- Collaborated with, and sought input from, key stakeholders to identify enterprise risk risks which merited internal audit focus
- Influenced the development of, and target focus areas for, the Company's annual risk based internal audit plan
- Planned, supervised and directed audit engagements, with particular focus on valued added recommendations impacting the Company's risk management department, and its multi-billion-dollar energy services department
- Assessed the operating effectiveness of Company's internal control activities within the Company's risk management department and its multi-billion-dollar energy services department, through review of SOX 404 testing of key controls, walkthroughs and documentation of deficiencies

Manager –Project/Product

- Assessed risk profiles of several counterparty credit limits, and multi-million-dollar, multi-year, commodity transaction structures to support and enable commercially feasible solutions for short and long term electricity generation, electric and natural gas procurement activities, and financial hedging strategies to satisfy customer needs and the Company's risk tolerance levels
- Served as risk management lead accountable for counterparty relationship management in negotiation of terms and conditions for large, complex contracts (for Power Purchase/Sale, ISDA, NAESB, EEI, WSPP)
- Provided thought leadership in proposing credit risk mitigation alternatives to facilitate commercial efforts and transaction execution
- Provided guidance to risk management staff to ensure appropriate process controls were in place to manage daily counterparty credit and liquidity exposures

PACIFIC GAS AND ELECTRIC COMPANY

San Francisco, California

2007- 2010

Developed and successfully managed department business plan, and risk management organization that effectively supported the Company's commercial and operational needs, while balancing these needs against its policy level risk tolerances

Manager – Credit Risk

- Developed, modified, implemented and/or ensured compliance with Company's risk policies, SOX related key controls, tariffs and guidelines related to commodity procurement and hedging activities while adapting policy responsiveness to evolving electricity market requirements
- Assessed risk profiles of several counterparty credit limits, and several multi-year, multi-million-dollar commodity transaction structures that enabled and supported commercially feasible solutions for short and long term electricity generation, electric and natural gas procurement activities, and financial hedging strategies to facilitate meeting customer requirements and the Company's risk tolerance levels
- Oversaw negotiation of procurement contract language (Power Purchase/Sale, ISDA, NAESB, EEI, WSPP, GTSA) and other credit risk mitigation alternatives (including structured credit products: clearing brokers, exchanges, ISO) to facilitate commercial transaction execution
- Provided leadership and guidance to risk management staff; developed department operating plan and related performance metrics, administered performance evaluations, designed business improvement initiatives; oversaw departmental reporting responsibilities (SOX, credit exposure, collateral forecasting, variance analysis and regulatory).

RELIANT ENERGY, INC.
(predecessor to NRG Energy, Inc.)
Houston, Texas
Manager – Credit Risk

2006–2007

SHELL OIL COMPANY
Houston, Texas
Specialist - Credit Analysis

2005- 2006

TXU Corporation
(Predecessor to Vistra Corp. and Sempra Energy)
Dallas, Texas
Manager - Large Commercial-Industrial and Wholesale Trading Credit
Manager - Credit and Collections
Manager - Risk Assessment

2002- 2005

■ EDUCATION ■

● **Executive - Accelerated Development Program**
Rice University
Houston, Texas

● **Masters - Accounting**
University of St. Thomas
Houston, Texas


● **Bachelors - Business Administration**
Southern Methodist University
Dallas, Texas

■ LICENCES and CERTIFICATIONS ■

Certified Public Accountant (**CPA - TX & CA**)
Certified Fraud Examiner (**CFE**)
Certified Internal Auditor (**CIA**)
Certified Compliance and Ethics Professional (**CCEP**)
Certified Information Systems Auditor (**CISA**)

Financial Risk Manager (**FRM**)
Chartered Financial Analyst (**CFA**)
Lean Six Sigma Black Belt
Certified Treasury Professional (**CTP**)

Elena Georgiev, CPA, CGMA, CIA, CISA, CRMA



January 29, 2025

Dear Sir/Madam

I was excited to see an opening for an Internal Auditor with the City of Delray Beach.

I have spent majority of my career in Internal Audit, and I have a thorough understanding of the intricacies of government operations. My positions have given me the rare opportunity to explore organizations on the inside and come up with creative recommendations to help turn weaknesses into strengths.

I welcome the opportunity to further discuss how my expertise aligns with your needs. I am confident that my analytical skills, attention to detail, and ability to collaborate across departments will contribute positively to the City of Delray Beach operations. Thank you for your time and consideration.

Sincerely,

Elena Georgiev

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Elena Georgiev, CPA, CGMA, CIA, CISA, CRMA

PROFILE

As an Internal Auditor, I have built my career on a foundation of strategic problem-solving, ethical leadership, and a commitment to transparency. My tenure in public service has helped me develop a unique ability to navigate complex challenges, foster collaboration, and drive impactful solutions. With extensive experience in risk assessment, compliance, and process improvement, I work to ensure that public resources are managed responsibly and in the community's best interest.

Key Competencies:

- Ability to develop effective working relationships with stakeholders.
- Ability to communicate clearly and concisely, verbally and in writing.
- Ability to take initiative and lead high-impact projects.
- Ability to connect complex ideas to develop insights and enhance understanding.
- Ability to interpret and evaluate complex data.

EXPERIENCE

ASSISTANT CITY AUDITOR

City of Fort Lauderdale / Fort Lauderdale, FL / April 2023 – Present

The City of Fort Lauderdale is a vibrant metropolis and a well-established center for business and innovation. As a full-service City, Fort Lauderdale delivers exceptional municipal services while driving regional growth through a combination of strategic planning, investment in infrastructure, and a commitment to fostering a supportive business environment. Its annual revenue exceeds \$1 billion.

Joined the City of Fort Lauderdale in April 2023. Responsible for working closely with the City Auditor to conduct risk assessments and to translate the results into a comprehensive audit plan. Additionally, responsible for directing and performing complex audits of areas of strategic importance in accordance with the Generally Accepted Government Auditing Standards (GAGAS) and the Global Internal Audit Standards.

HIGHLIGHTS

- Develop and maintain trusted relationships with stakeholders.
- Develop, implement, and monitor short- and long-term audit strategies.
- Perform critical audit tasks across all stages of the audit lifecycle, including planning, scheduling, coordinating, testing, reviewing, and reporting of the work of the audit team.
- Supervise and provide guidance and motivation to audit staff and assistants.
- Perform quality reviews.

ACHIEVEMENTS

- Developed an internal audit strategy.
- Developed and implemented an efficient audit processes, resulting in improved quality and consistency among engagements.
- Developed a plan to address skill shortages and enhance skills and capabilities of team members.

INTERNAL AUDITOR

City of Riviera Beach / Riviera Beach, FL / February 2020 – April 2023

The City of Riviera Beach is a growing industrial city and an important transportation hub in Palm Beach County, FL.

Joined the City of Riviera Beach in February 2020. Responsible for reorganizing the Office of the Internal Auditor and transforming it into a robust audit function that partners with management to improve the efficiency and effectiveness of Governance, Risk Management and Control processes.

HIGHLIGHTS

- Developed and maintained key relationships throughout the organization and the community.
- Coordinated activities with internal and external parties, including the external auditors and the Office of the Inspector General for Palm Beach County.
- Planned, directed, and oversaw all technical and administrative activities of the office, ensuring its effectiveness and compliance with professional standards.
- Educated business process and internal control owners by leading training sessions on compliance requirements and internal controls.
- Communicated regularly with management, the Audit Committee, and the City Council.

ACHIEVEMENTS

- Wrote the Ordinance for the office and presented it successfully to the City Council.
- Established procedures and plan for conducting internal control audits.
- Instituted a fraud, waste, and abuse hotline.

SENIOR INTERNAL AUDITOR

City of West Palm Beach / West Palm Beach, FL / December 2013 – April 2019

The City of West Palm Beach is a thriving regional center of commerce and one of the fastest growing areas in the United States.

Joined the City of West Palm Beach in December 2013. Responsible for managing complex audits, including financial, information technology, and operational/performance audits, and audit follow-ups in accordance with the Generally Accepted Government Auditing Standards (GAGAS) and the Global Internal Audit Standards.

HIGHLIGHTS

- Participated in the annual risk assessment and the development of the annual internal audit plan.
- Managed all aspects of multiple concurrent engagements, including planning, data collection, analysis and testing, recommendations development, final report writing, and follow-up.
- Supervised and provided guidance and motivation to audit staff and assistants.
- Performed quality reviews.
- Presented results to clients, the Audit Committee, and the City Commission.

ACHIEVEMENTS

- Instituted standard audit practices and methodology, ensuring quality and consistency among engagements.
 - Identified and tracked KPIs and designed and implemented an action plan for the continuous improvement of the office; condensed the engagement cycle by approximately 17%.
 - Championed the use of IDEA and Microsoft Power BI.
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EXPERIENCE – HISTORY

EXPERIENCED ASSURANCE ASSOCIATE

RSM US LLP / Fort Lauderdale, FL / July 2011 – December 2013

SENIOR STAFF AUDITOR

City of Miami / Miami, FL / September 2010 – July 2011

STAFF AUDITOR

City of Miami / Miami, FL / September 2007 – September 2010

EDUCATION

BACHELOR OF BUSINESS ADMINISTRATION, ACCOUNTING

Florida Atlantic University / Boca Raton, FL / 2007