



## PANORAMA

### Financial Analyst

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*If you think you have what it takes but don't necessarily meet every single point listed below, please apply - you could be exactly who we are looking for!*

Panorama is a platform for social change dedicated to solving the world's most intractable problems. Our goal is to maximize social impact by partnering with visionary leaders, social entrepreneurs, nonprofit organizations, and the private sector to codevelop solutions with audacious thinking, radical collaboration, and bold action. Panorama's value proposition is helping partners to operate in smarter, more impactful, and more efficient ways.

[The Panorama Group](#) is a community of organizations that includes:

- [Panorama Global](#), a social impact nonprofit that empowers changemakers through radical collaboration,
- [Panorama Strategy](#), a social purpose consultancy that accelerates progress for clients through audacious thinking, and
- Panorama Action, which mobilizes voices and resources through bold action.

#### Position Summary

Our dynamic, growing organization seeks a Financial Analyst to join the Financial Planning & Analysis team! This position will partner closely with a diverse team of programmatic staff to provide financial planning & budgeting support, as well as meet financial analysis & reporting needs.

Reporting to the Senior Financial Analyst, this position requires a proactive and highly motivated individual comfortable in a fast-paced environment who can manage multiple tasks and responsibilities at once. The successful candidate will have strong analytical skills, great attention to detail, and the ability to communicate financial data to non-finance staff. This role requires good judgement and the ability to partner with both internal and external stakeholders at varying levels.

This position is available on a fully remote basis within the United States.

#### Essential Duties & Responsibilities

Financial Planning & Budget Development (40%)

- Closely partner with program staff and provide financial support to develop annual budgets for a rapidly growing portfolio of programs
- Oversee the input of grant and program budgets into the financial system to facilitate accurate financial management and reporting
- Provide program staff with proposal development support including budget calculations, analysis of the economics of the project, and financial due diligence

#### Financial Analysis & Management Reporting (40%)

- Support organizational financial results and forecasting processes by providing key insights and drivers on Income & Expense projections
- Monitor and analyze a diverse portfolio of programmatic budgets through opportunity & risk assessments, and variance analyses
- Prepare and review monthly programmatic budget reports with internal and external stakeholders at varying levels
- Conduct data analyses and provide program leadership with strategic and financial information to support resource allocation and decision-making
- Collaborate with cross-functional teams such as Grants, Contracts & Compliance (GCC) and Accounting to ensure proper tracking of financials within grant and/or program budgets

#### Operational Excellence & Ad Hoc Projects (20%)

- Provide support in the implementation of a new financial system (Sage Intacct). Lead on creating dashboards & reports for your portfolio of projects.
- Build and manage financial planning tools that support decision-making at all levels of the organization
- Respond to ad-hoc data analysis requests

#### Typical Knowledge, Skills, and Abilities

- At least 5 years of relevant experience with at least 2 years of financial analysis experience; or equivalent combination of education and experience
- Exceptional critical thinking and analytical skills including a solid understanding of financial and accounting concepts
- Advanced Excel skills and the ability to absorb and synthesize data, build financial models, and distill key insights
- Strong judgment and a demonstrated understanding of how to handle sensitive and confidential information
- Ability to communicate sophisticated data and financial concepts to partners with a diverse set of backgrounds, including internal and external stakeholders
- Fluency in written and spoken English

#### Desired Qualifications

- Bachelor's degree in business administration (or other relevant fields)
- Experience working at a start-up or non-governmental organization
- Knowledge and experience with ERP software and Salesforce a plus
- Knowledge and experience with data visualization tools a plus
- Additional language proficiencies welcomed

#### Compensation & Benefits

The starting salary for this position is \$70,000 alongside a comprehensive benefits package including:

- 90-100% employer-paid monthly premiums for employee-only medical coverage depending on individual plan selection and 15% employer-paid contribution toward dependent coverage premiums
- 99% employer-paid monthly premiums for employee-only dental and vision coverage (family members can be added at employee cost),
- Flexible spending account options for health, dependent care, and transit
- 100% employer paid monthly premiums for life insurance, short-term disability, and accidental death and dismemberment insurance
- Employer sponsored supplemental paid family medical leave benefit of up to 12 weeks after 6-months of employment
- 401(k) safe harbor plan with non-elective 3% employer contribution
- Employer subsidized wellness membership with ClassPass
- Up to \$500/year per employee in matching contributions to eligible 501(c)(3) charitable organizations.
- 3 weeks/year of paid vacation, accrued sick leave, 9 company observed + 3 floating holidays (for 2022) + other paid time off for volunteering, jury duty, and bereavement
- Flexibility to work from home anywhere in the U.S. (we provide the technology)
- Commitment to professional development and growth

### How to Apply

Interested candidates should submit a resume and optional cover letter through our [Careers Page portal](#).

### **Applications will be reviewed on a rolling basis.**

Panorama is committed to creating a diverse team and is proud to be an equal opportunity employer. We know that representation matters in the workplace and with our partners; to that end we are committed to a hiring process grounded in equity and inclusion. All qualified applicants will receive consideration without regard to race, color, religion, citizenship or immigration status, national origin, genetic information, gender identity, gender expression, sexual orientation, marital status, veteran status, political ideology, the presence of any physical, mental, or sensory disability, age, or any other status or characteristic protected by federal, state, or local law.

Panorama complies with federal and state disability laws and makes reasonable accommodations for applicants and employees with disabilities. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job

functions, and/or to receive other benefits and privileges of employment, please contact our People & Culture team at [careers@panoramaglobal.org](mailto:careers@panoramaglobal.org).

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire. Panorama participates in the federal E-Verify system. All candidates should review the [E-Verify Participation](#) and [Right to Work](#) posters for more information.

Final offer will be contingent on the completion of a successful background check.