

## **Chief Financial Officer**

**Alliance for Safety and Justice**  
**Remote; Bay Area Preferred**

### **About Alliance for Safety and Justice (ASJ)**

Alliance for Safety and Justice (ASJ) is a national advocacy organization that aims to replace ineffective criminal justice system policies with what works to keep people safe. We represent diverse crime survivors as well as people living with old records as key public safety stakeholders. ASJ brings our members together with state leaders and coalition partners to win reforms that stop cycles of crime, reduce costly incarceration, and make communities safer. We support a range of “shared safety” reforms, including crime prevention, community health, rehabilitation, economic mobility, and trauma recovery.

For more information, visit: <https://allianceforsafetyandjustice.org>.

### **Who You Are**

ASJ is seeking a Chief Financial Officer (CFO) to provide strategic financial leadership in overseeing all aspects of financial management for ASJ. A new position, the CFO will be responsible for oversight of the day-to-day financial operations, guarantee the current and future financial health of the organization, and lead a team of finance and accounting professionals.

A successful candidate is a seasoned organizational leader with the strategic, tactical, and management chops to be a partner in business planning for ASJ’s 501c3 and 501c4 operations, including ensuring we have a high-performing, top-notch financial team; tax management; financial planning and analysis; accounting; treasury and investment; purchasing; internal audits; staff and board education; and comprehensive team management and development for ASJ’s Finance & Accounting staff.

The CFO will also be a key member of the senior leadership team, providing strategic inputs across the entire organization. The CFO reports to the Chief Operating Officer and leads a team of 6, with a likelihood of future growth.

### **What You Will Do**

The Chief Financial Officer’s key responsibilities include, but are not limited to:

#### **501(c)(3) and 501(c)(4) Financial Management (50%)**

- **Financial Oversight:** Ensure excellent oversight of financial operations are top-notch, including providing effective oversight and review of all financial statements such as income statements, balance sheets, grant financial reports, audited financial statements, tax returns, and governmental agency reports. Ensure the finance team

consistently reviews, compares and adjusts financial projections to actual expenditures. Ensure effective controls, policies, and procedures.

- **Budgeting and Forecasting:** Provide strategic oversight of the creation and management of the annual budget, which includes income estimates, spending allocation, and financial performance monitoring. Up to date on current long-range economic trends and projects their impact on future growth in revenue, funding opportunities and market share.
- **Grants and Fundraising Management:** Work with the development team to acquire grants and assure top-notch grant financial management, reporting, and grant compliance.
- **Strategic Planning:** Partner with the Executive Team to coordinate strategic, business and financial planning and develop long-term financial strategies aligned with the organization's mission and goals.
- **Operations and Continuous Process Improvement:** Conduct thorough operational analyses to pinpoint areas requiring reorganization, expansion, reduction, or elimination. Proactively seek out opportunities for enhancing process efficiency, integrating best practices, and utilizing technology to optimize financial operations and reporting procedures.
- **Investment Management:** Manage the strategic allocation of funds and work with investment banking partners to secure additional capital necessary for growth initiatives.
- **Board and Stakeholder Engagement:** Engage effectively with the Board of Directors, funders, and various stakeholders to convey financial performance updates, address any concerns, and foster trust and transparency within the organization.

### **Finance and Accounting Department Management (50%)**

- **Staff Management and Development:** Lead and manage all aspects of the finance team to ensure the team is high-performing, responsive, efficient, and effective at driving a strong finance operation. Provide team members with leadership, guidance, and support. Ensure that team culture is aligned with ASJ values and principles.
- **Oversee Accounting and Finance Department:** The CFO will oversee all aspects of ASJ's Finance & Accounting department. These responsibilities include, but are not limited to: Accounts Payable & Receivable; Budgeting & Forecasting; Expense Management; Treasury & Investments; Payroll & Expense Management; Tax Management; Internal Audits.
- **Collaborate closely with division and departmental leaders,** both internally and externally, to ensure alignment with the organization's financial system requirements. Proactively monitor financial activities within each department and provide tailored recommendations to enhance operational efficiency and performance.

### **Candidate Profile**

Compelling candidates will offer many of the following knowledge, competencies, and abilities:

### **Commitment to Mission:**

Deep understanding of and commitment to the mission and values of nonprofit organizations, with a focus on making a meaningful difference in the community. Dedication to fostering a culture of transparency, integrity, and accountability in all financial operations and decision-making processes. Passionate advocate for social impact and equity, with a demonstrated commitment to diversity, equity, and inclusion in the workplace and beyond.

### **Financial Leadership and Acumen**

Proven track record of leading financial strategy and operations for nonprofit organizations, driving growth, efficiency, and accountability. Experience developing and implementing financial policies, procedures, and controls to safeguard assets and ensure compliance with regulatory requirements. Skilled in financial forecasting, budgeting, and cash flow management to support strategic decision-making and long-term sustainability. Understanding of global economic trends, market dynamics, and geopolitical factors that may impact the organization's financial performance and strategy. Commitment to upholding high ethical standards, integrity, and transparency in all financial practices and decision-making processes

### **Financial Planning**

Expertise in organization-wide financial planning, forecasting, and budgeting, ideally learned in a variety of organizational settings. Ability to judge the appropriate investment of organizational resources in supporting financial processes. Ability to explain complex financial concepts to non-financial colleagues.

### **Controls and Risk Management**

Intimate understanding of all core functional areas of accounting and finance and establishing a comprehensive system of financial controls across all operating areas. Ensure that financial controls are in place, including supervising the financial reporting process, compliance with regulations, and risk minimization. Proficiency in identifying, assessing, and mitigating financial risks to safeguard organizational assets and ensure long-term sustainability.

### **Strategic Problem Solving and Decision Making**

Strong problem-solving skills to address complex financial challenges, identify opportunities, and drive continuous improvement. Strong analytical skills and strategic mindset to assess organizational performance, identify opportunities, and mitigate risks. Ability to translate financial data into actionable insights and recommendations for senior leadership and the board of directors.

### **Accounting and Financial Knowledge**

Thorough knowledge of GAAP, IRS regulations governing nonprofit organizations and the principles and best standards of practice of nonprofit accounting and compliance. Intimate understanding of all core functional areas of accounting and finance and establishing a comprehensive system of financial controls across all operating areas. Able to understand the

unique business and financial challenges and implications of ASJ's varied activities and a strong commitment to quality and staying up to date on emerging trends and best practices in the field.

### **Organizational Leadership**

Strong leadership qualities with the ability to advise and counsel, inspire and motivate teams, collaborate effectively with diverse stakeholders, communicate financial information clearly, accurately, and persuasively, and possess the confidence, detail, and context to make effective decisions. Demonstrate a clear understanding of the organization's mission, priorities, and advance the financial management work of the organization in a way that reflects this understanding; prioritizes teamwork and adeptly supports other departments. Nimble project management, with the ability to flex between autonomous and collaborative projects inside a dynamic, fast-paced environment.

### **Fiscal Accountability**

Follows fiscal guidelines, regulations, principles, and standards when committing fiscal resources or processing financial transactions. Thorough knowledge of GAAP, IRS regulations governing nonprofit organizations and the principles and best standards of practice of nonprofit accounting. Able to understand the unique business and financial challenges and implications of ASJ's varied activities, a strong commitment to quality and staying up to date on emerging trends and best practices in the field.

### **Strategic Leadership & Planning**

Skill in developing and executing financial strategies that support organizational growth, scalability, and resilience. In order to be deeply involved in setting the strategic direction of the organization, the CFO needs to understand the bigger picture, be able to identify opportunities for growth, and help navigate potential risks. Ability to align financial strategy with overall business objectives, drive innovation, and lead organizational change. Experience in scenario planning and modeling to support strategic planning initiatives and drive organizational growth.

### **Technology Proficiency and Innovation**

Advanced skills in QuickBooks or NetSuite and Excel. Proficiency in Google and Microsoft products (e.g. Drive, Docs, Word, PowerPoint, etc.) is required; knowledge and experience with Salesforce is a plus. Proficient with automated technologies that support areas of responsibility to include systems that integrate with payroll and accounting software. Comfortable using advanced financial software and tools, and must stay updated with the latest tech trends that could benefit the organization. Experience implementing and optimizing financial systems, such as ERP software, to support organizational growth and scalability. Ability to leverage technology and data analytics to optimize financial processes, enhance decision-making, and drive operational efficiency.

### **Effective Communication**

Communicates thoroughly and in a timely fashion on all core financial developments and communicates constructively to raise concerns or issues directly or seeks guidance from leadership as needed; seeks to understand others' views and priorities and utilizes active listening to ensure others are heard. Excellent interpersonal, written, and oral communication skills and the ability to effectively communicate and adapt their style with a variety of stakeholders and audiences.

### **Operations**

Possess a strong understanding of the organization's business model and industry and be able to use this knowledge to provide an independent perspective to ensure that business decisions are grounded in solid financial criteria. Candidates must be able to navigate complex data, provide analytics and predictive scenarios that drive action and decision-making, and understand the functioning of each department and how they interconnect to identify efficiencies and streamline processes.

### **Collaborative Leadership**

Skilled in building cross-functional relationships and partnerships to align financial goals with organizational priorities and mission impact. Proven ability to build and lead high-performing finance teams, fostering a culture of collaboration, innovation, and continuous improvement. Effective communicator with stakeholders at all levels, including board members, executive leadership, staff, donors, and external partners.

As a leader, the CFO will bring a commitment to exceptional quality, the highest professional and personal integrity and ethical standards, and the ability to build the credibility necessary to drive strategic initiatives. With the understanding that no one person will offer every desired skill and qualification outlined below, strong candidates will possess most or all of the following preferred qualifications:

- Ten (10) years of experience in accounting and finance with a nonprofit organization, including demonstrated experience in a senior leadership role overseeing accounting and finance functions for organizations with budgets exceeding \$15M.
- Demonstrated experience and knowledge of both 501(c)(3) and 501(c)(4) finance and accounting experience.
- Extensive working knowledge and demonstrated progressive experience in investment operations with a focus on endowment management, asset management, finance, or related areas strongly preferred.
- Experience working with a fiscal sponsor, including managing finances for multiple projects or entities; experience transitioning the accounting system from a sponsorship to an independent 501(c)(3) is a plus, but not a requirement.
- Certified Public Accountant and/or Certified Management Accountant certification is a strong plus but not a requirement.
- Authentic alignment with and interest in ASJ's mission and work is non-negotiable.

### **Compensation and Benefits**

Alliance for Safety and Justice cares deeply about their staff wellness. ASJ offers a competitive benefits package including health, vision, and dental insurance, flexible spending accounts, a robust 403(b) retirement match, generous paid time off, a professional development allowance, and more. The salary range for this position is \$215,000 to \$245,000 and will be offered commensurate with experience.

## **To Apply**

Koya Partners | Diversified Search Group has been exclusively retained for this engagement, which is being led by Molly Brennan and Malissa Brennan. To apply please submit a cover letter indicating your interest in ASJ, the role, and your related experience, your resume, and 3-4 professional references by filling out our Talent Profile: <https://apptrkr.com/5048236>. All inquiries are strictly confidential.

The Alliance for Safety and Justice is an equal opportunity employer. We strongly encourage and seek applications from people who are systems impacted, women, people of color, including bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical conditions.

If you are a qualified individual living with a disability and need assistance expressing interest online, please email the Koya Team at [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

## **About Koya Partners | Diversified Search Group**

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about Koya Partners | Diversified Search Group via the firm's website: <http://diversifiedsearchgroup.com/our-brands/koya-partners/>