



Speech and Language Development Center Buena Park, CA

Position Profile: Vice President of Finance & Operations

Summary

Speech and Language Development Center (SLDC) is seeking an experienced and strategically oriented financial and operational leader to help manage their growing budget and operational teams. The new Vice President will manage three functional units - Finance & Accounting, IT & Transportation, and Human Resources, and be responsible for the financial planning and operations of a long-running organization.

The Organization & Programs

Speech and Language Development Center (SLDC) is a non-profit organization serving more than 200 individuals annually with exceptional needs from 18 months of age to senior citizens through a variety of service lines. Established in 1955, SLDC takes pride as a leader in special needs services and the innovating approach to therapeutic programs more than spanning 67 years.

Founded in 1955, by two speech therapists, Dr. Aleen Agranowitz and Gladys Gleason were visionaries who saw a lack of services for individuals with special needs. They answered this need by opening the door of their homes to children in their community. With a steadfast belief that they would do whatever it takes to unlock an individual's maximum potential, they were committed to an eclectic approach to therapy and a relentless dedication to interdisciplinary approach to create a holistic program for each individual they served.

Today, SLDC serves more than 200 individuals each year through its non-public school, clinical services, and adult day programs in Southern California. The educational services boast a non-public school program, supporting students from some 50 school districts within Los Angeles, Orange, and Riverside counties. In addition, SLDC offers therapy services inclusive of speech, occupational, physical therapy, counseling and behavior analysis to individuals in the community funded through our three local regional centers and select medical insurance providers. An adult day program now serves individuals 22-45-years of age through a mix of private and regional center funding.

Speech and Language Development Center believes that all individuals have a right to live, learn, work and play in the communities. We offer supported employment programs for our young adults, facilitate social group for our young adults and an adult aphasia group.

For additional information about Speech and Language Development Center, see the organization's website: <https://sldc.net>.

The Position and Key Priorities

The new VP of Finance & Operations will begin their role at a time of growth for SLDC, with a focus on providing financial leadership and management to staff and board to guide and provide adequate capacity to support the growth. They will report directly to the CEO and oversee three functional areas: Finance & Accounting, IT & Transportation, and Human Resources, and will oversee 11-12 full-time employees, plus additional part-time employees.

The new VP will be instrumental in SLDC's efforts to increase its impact on the community, serve more individuals, add additional services and grow its budget. The top priorities for the position include:

- **Lead the development of financial models for, and monitoring of, strategic growth planning, including achieving annual budgetary goals**, assessing service utilization, and other factors contributing to financial performance. Develop strategies and procedures, to ensure the organization's financial health and sustainability, including strategic financial planning for facilities space when the current school district lease expires in 2042.
- **Lead the organization's financial operations**, including budgeting, forecasting, cash flow management, and financial reporting. Plan, implement, direct, and evaluate the agency's fiscal functions and performance. Prepare annual budget and communicate timely and accurate analysis and reports of performance and financial trends.
- **Liaison and Reporting to CEO, Finance Committee and Board of Directors** on financial activity (operations, investments, retirement plans, etc.)
- **Execute, monitor, and improve systems for tracking financial data and coordinating annual, quarterly, and monthly reporting.**
- **Manage the organization's investment plan** and work with investment firm and finance and investment committee of the board to execute transactions.
- **Provide effective leadership**, supervision, professional development and operational support to organization staff. Responsible for ensuring key performance indicators for staff and establishing a protocol for monitoring and accountability.

Essential Qualifications

The ideal candidate will be a strategic financial and operational leader with an interest and desire to advance special education. The new leader will have an MBA or master's in finance or accounting and at least three years of executive level financial and operational leadership experience.

Essential qualifications include:

- A minimum of 8 years professional expertise in nonprofit accounting, including budget planning, compliance, and reporting.
- A minimum of three years' experience leading finance and/or accounting teams in an organization with a budget of at least \$5M.

- Excellent communicator who can manage diverse teams and priorities beyond finance and accounting, while maintaining even-keeled leaderships and relationships.
- Interest in special education and experience and/or passion to work collaboratively with SLDC program staff.
- Experience rolling out new service lines and managing change. Openness to new ideas to be able to help SLDC expand its market share and influence.
- Experience from either the nonprofit or private sector in managing a diversified set of growth strategies while simultaneously managing the risk for all strategies and scenarios
- Experience in several of the following areas:
 - Human resources management
 - IT management
 - Facilities management
 - Transportation management
 - Risk management (spell out HR, and 2-3 other categories)

Job Requirements

- 3 days a week in person at Buena Park location / 2 days per week remote
- Ability to travel locally
- Willing to take a criminal background check.

Compensation

\$155,000-\$200,000 salary based on experience. Benefits include medical insurance coverage, dental insurance, fully paid \$200,000 life insurance policy, 401K with match. Three weeks PTO, 11 federal holidays, closed the week between Christmas and New Years, 10 sick days.

Application Process

SLDC has retained Glick Davis & Associates, LLC to facilitate this search on their behalf. To apply, interested candidates should e-mail their cover letter and resume to: SLDC@glickdavis.com
Resume(s) received without a cover letter will not be considered.

Speech and Language Development Center is an Equal Employment Opportunity (EEO) employer and values diversity and its role in building a more inclusive culture and ultimately a more capable organization. SLDC embraces diversity and equal opportunity. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be.