



POSITION: Chief Financial Officer

REPORTS TO: Chief Operating Officer

LOCATION: This position can be performed fully remotely with occasional travel to Stand's headquarters in Portland, Oregon, or be based in Portland. West Coast working hours are preferred.

Leadership Opportunity

Stand for Children (Stand) is a unique catalyst for education equity and racial justice. It is a highly impactful, financially strong, effectively led, and governed organization, with a high caliber, highly engaged, diverse team, and stellar track record of leadership and innovation. With a \$25 million total operating budget between its 501(c)(3) entity, 501(c)(4) entity, and multiple state political action committees, Stand drives an array of interventions to achieve scaled, sustained, and meaningful positive impact for children and families furthest from justice and opportunity. This is a pathbreaking organization in its prime. Stand's eight state affiliates (AZ, CO, IL, IN, LA, OR, TN, and WA), National Programs, and strategically aligned national campaigns help children at the bottom of the economic ladder to rise up through effective dropout prevention strategies, expanded career technical education, and improved college preparation and post-secondary guidance, increasing access to quality early childhood education, improving literacy instruction and interventions, increasing funding equity and adequacy, improving school quality in historically underserved communities, and initiatives to improve the criminal justice system.

Position Summary

Reporting to the Chief Operating Officer ("COO"), [Nikki Sayres](#), the Chief Financial Officer (CFO) position at Stand for Children is responsible for the management of all finance and accounting functions, including annual and long-term budgeting, forecasting, accounting, regulatory compliance, contract and grant administration, and risk management. As a member of the Executive Leadership Team, the CFO will be an effective strategic partner, advisor, and operator who provides analysis and recommendations, models scenarios and solutions, identifies opportunities for process and system improvements, and drives key metrics and results to ensure the organization's impact, financial health, and sustainability. The CFO will also serve as the liaison to the Finance and Audit Committees of Stand's boards of directors.

A roll-up-your-sleeves, hands-on leadership and management role, the Chief Financial Officer will inherit strong systems and controls, a highly functioning finance unit with three direct reports and six other team members, and an organizational culture of financial rigor and compliance that has resulted in consecutive years of clean audits with no findings.

Candidates with diverse professional experiences will be considered, although ideal candidates will have demonstrated experience and success in the following areas:

Senior Finance Experience: 12+ years of a proven track record of success in a senior financial leadership position, ideally with prior experience in a nonprofit organization (either as an employee or board member). Experience effectively managing non-profit finance and accounting systems and teams including regulatory compliance.

Strategic Partnership with Operational Depth: A strong strategic orientation, with the ability to effectively collaborate with senior leaders and board members; and the agility to toggle and be an effective operational tactical leader as needed.

Data-Driven Analytical Acumen: Extensive knowledge of financial systems, with prior experience leading strategic financial planning, managing complex budgets with multiple revenue streams, and the analytical skills to effectively perform routine and just in time scenario modeling, forecasting, reporting, etc.

Team Management: A track record of developing and managing diverse, high performing, geographically distributed teams and fostering a shared commitment towards solving problems, optimizing resources, driving efficiencies, and process improvement.

Commitment to Diversity, Equity, and Inclusion: Commitment to and a track record of having a measurable impact in the area of diversity, equity, and inclusion.

Academic Credentials: A bachelor's degree in accounting, finance, business administration or a related field is required, with a preference for a C.P.A or an M.B.A. in finance.

To learn more, express interest or to nominate a potential candidate for the Stand for Children CFO position, please email StandforChildrenCFO@spencerstuart.com.

Stand for Children and Stand for Children Leadership Center provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression or marital status. We are committed to a diverse and culturally inclusive workplace in which our differences broaden our awareness, enrich our daily experiences, and contribute to our collective strength. We predominantly partner with low-income communities of color. Therefore, though race and other legally protected characteristics are never used to make final hiring decisions, we place a particular focus on recruiting staff members who share the backgrounds of the communities we serve.