

ORGANIZATION: Children's Aid
POSITION: Chief Financial Officer
REPORTS TO: President and CEO
LOCATION: Office is at 117 W. 124th Street; current in-office minimum three days/week; ability to travel to sites across Manhattan, Bronx, Brooklyn, and Staten Island as needed.
INFORMATION: [Website](#)
TO APPLY: Please send cover letter and resume as one PDF to CACFO@pbrsearch.com with title format "Last Name First Name – Letter Resume".

BACKGROUND

Children's Aid was founded in 1853 and provides comprehensive supports to children, youth, and their families in targeted high-need New York City neighborhoods to ensure that children in poverty succeed and thrive. Children's Aid understands that poverty cannot be overcome with one service or program at a single point in time and commits to being with children, youth, and families every step of the way. It offers a full array of services in academic and social-emotional learning, health and nutrition, and family and community. Today, Children's Aid works across 40+ locations, employs over 2,000 staff members, and serves nearly 50,000 children, youth, and families annually.

POSITION

The Chief Financial Officer (CFO) will be the primary financial leader and strategist charged with driving the fiscal health and sustainability of the organization. They will be a trusted partner to the President and CEO, functional leaders, and staff at all levels. They will oversee a team of 33 staff, including 7 direct reports (6 budget directors and deputy CFO). The ideal candidate will be a mission-driven, experienced CPA with working knowledge of government and private funding streams who brings strategic thinking and a collaborative mindset to their work. In addition, they will have a track record of developing best-in-class systems and structures to support high-quality program delivery.

This is a significant leadership position with substantial engagement across the organization. In addition to working with the executive team, the CFO will work with the relevant committees of the board of directors (finance, investment, audit and risk, pension and personnel), providing them with information and advice that allows them to fulfill their fiduciary responsibilities. The CFO will present regularly at board meetings, delivering updates that are accessible to audiences with a range of financial experience. Above all, the CFO will embody a customer service ethos by providing excellent service to all organization staff, allowing them to serve children, youth, and families as effectively as possible. Candidates with deep experience in a large, complex, multifaceted organization with significant cross-departmental collaboration and varied funding sources will thrive in this role.

RESPONSIBILITIES

Financial Leadership

- Be the financial partner to the president and CEO and executive team, providing advice and direction for decisions affecting CA fiscal management and business model in line with CA's short- and long-term objectives and overall vision.
- Oversee the implementation of rigorous, best-in-class processes in financial planning and analysis, cost management, budgeting, process improvement, metrics, and policy changes. Streamline and align reporting and information across teams and technology platforms.
- Proactively develop an understanding of the internal and external issues that most significantly impact the financial stability of CA and the social service field more broadly; anticipate financial risks and effectively mitigate them.
- Supervise 7 direct reports and a total team of 33 to ensure optimal financial management and effectiveness. Provide guidance, as needed, to direct reports, and sustain a high-performance and

collaborative work environment. Foster a culture of teamwork, transparency, continuous improvement, accountability, and professional growth while ensuring staff have the training and tools to effectively meet the requirements of their roles.

- Promote effective communication within the finance team and across the agency, modeling partnership with other agency functions including the development, operations, and programs teams. Drive cross-functional, cross-divisional initiatives.
- Provide oversight and leadership to the deputy CFO and controllers to ensure that the agency stays current on financial reporting and compliance requirements according to city, state, and federal guidelines. Lead the annual budgeting process, working closely with the executive team and divisional budget directors.
- Be a trusted advisor to the board and relevant subcommittees, providing relevant and timely information regarding the annual audit, federal and state tax filings, and quarterly financial status; ensure information is shared in a way that is appropriate for the audience. Present the annual budget to the Board.

Financial Management, Compliance, and Reporting

- Direct the team conducting all accounting and financial operations, including accounts payable, accounts receivable, payroll, and general ledger.
- Ensure accurate and timely financial reporting to internal and external stakeholders.
- Report quarterly to the relevant committees and overall board on cash flow and the financial state of the agency.
- Ensure compliance with all relevant federal, state, and local regulations and requirements.
- Oversee all required reporting to government funders and partner agencies, including associated audits.
- Oversee the annual audit process and the production of the audited financial statements, including balance sheet, income statement, and cash flow statement. Act as primary point of contact with external auditors. Collaborate with controllers and board finance committee on the results and reporting of the required financial activities, including the annual audit, examination of internal controls, and the federal and state tax forms. Implement and maintain effective internal controls and financial procedures.

QUALIFICATIONS

The ideal candidate will be an experienced leader with a passion for the mission of Children’s Aid and the ability to ensure that its financial excellence is commensurate with its programmatic excellence. Specifically, the CFO should have:

Experience

- Demonstrated experience in all areas of responsibility.
- At least fifteen years of senior leadership experience in a complex, multi-service, multi-site context; nonprofit and/or government experience required.
- Experience managing large-scale, cross-departmental initiatives.
- Experience managing, and leading staff from all relevant functions the role oversees.
- Thorough understanding of budgeting, audits, and compliance required; experience with risk management preferred.
- Experience working with city agencies and differing city, state, and federal requirements a plus.
- Bachelor’s degree required; advanced degree (such as an MBA) or equivalent record of continuing professional development preferred.
- CPA strongly preferred.

Personal Attributes

- Excellent analytical skills and the ability to develop appropriate metrics to measure outcomes across all departments; a high level of comfort with complexity and nuance.
- Ability to operate as an effective tactical partner as well as a strategic thinker.
- Customer service orientation and highly collaborative work style; experience leading staff in ways that are inclusive, transparent, and emphasize teamwork.
- Excellent communication skills; ability to effectively convey complex ideas to different audiences.
- Emotional intelligence and the ability to engage with people from various backgrounds.
- Deep commitment to DEI and anti-racist values; dedication to dismantling systemic racism.

COMPENSATION

- Anticipated salary range \$300K – \$325K; commensurate with experience
- Competitive benefits package

Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, Children’s Aid encourages you to apply.

The incumbent is expected to work a schedule, whether in-person or hybrid, as determined by the department's needs to facilitate effective collaboration with the team. This flexibility is essential for maintaining seamless communication, fostering teamwork, and ensuring the smooth operation of the department's processes. The position's requirements are subject to periodic review and adjustment based on organizational needs and changes in work dynamics.

Children’s Aid is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, Children’s Aid will provide reasonable accommodations for qualified individuals with disabilities.