



**NAACP**

## **POSITION ANNOUNCEMENT**

### **Chief Financial Officer**

Founded in 1909, the NAACP is the nation's oldest and largest civil rights organization. Its members throughout the United States and the world are the premier advocates for civil rights in their communities, conducting voter mobilization and monitoring equal opportunity in the public and private sectors. The National Association for the Advancement of Colored People (NAACP), a 501 (c) (3) nonprofit organization for equal rights, seeks a dynamic, experienced Chief Financial Officer to provide leadership and financial oversight of its national headquarters.

The NAACP has exclusively retained Nonprofit HR to assist in the recruitment efforts for its next Chief Financial Officer (CFO). The CFO is responsible for the control of all internal financial systems necessary to carry out the Association's business in compliance with governing regulations, laws, and accounting standards. The position of CFO is a critical and visible position requiring strong business (financial, operations), staff development and change management experience and the ability to establish oneself as a trusted advisor to the Chief Executive Officer (CEO) on all matters pertaining to the financial stewardship of the organization.

The CFO will report to the CEO and will be responsible for providing strategic leadership on all operational and strategic issues as they arise. The CFO will offer strategic recommendations to the appropriate authorities based on financial analysis and projections, cost identification and allocation, and revenue/expense analysis. The CFO will provide timely and accurate analysis of budgets, financial reports and financial trends in order to assist the CEO, the Board of Directors and other senior executives in performing their responsibilities. It will also be the CFO's responsibility to establish credibility throughout the organization and with the Board as an effective developer of solutions to business challenges.

Working closely with the CEO and board, the CFO must be strategic in uncovering business opportunities as well as assessing business risks. The CFO will provide financial advice and counsel to the leadership of the organization and will be the primary management liaison with the fundraising and finance committees of the Board of Directors. The CFO will be pro-active in leveraging the organization's resources to take advantage of opportunities to grow revenue, expand programs, and reduce expenses. The CFO will develop, implement, and ensure compliance with internal financial and accounting policies and procedures. S/he will continually improve the budgeting process through education of department heads on financial issues related to their budgets.

The ideal candidate will possess an MBA and CPA, with at least 15 years of experience in a senior management capacity and a minimum of 10 years of experience in strategic financial planning, control, profitability planning and quality management in a 501(c)3 and/or 501(c)4 organization. S/he will possess strong finance and leadership skills and will be an expert at managing organizational change. It is essential that s/he have a results-proven track record and a high level of competence and professional stature to advise the CEO and Board committees on effective financial management. The position requires someone with demonstrated ability to think strategically in seizing opportunities, accessing risks, streamlining processes and procedures, and reducing expenses. It is also essential that s/he be experienced in the modern implementation of financial systems and operations and understands the importance of finance in supporting organizational strategies and decisions.

For consideration, interested candidates should submit a cover letter and resume. Your cover letter must address your experience and qualifications being sought. Send materials to: [execsearch@nonprofithr.com](mailto:execsearch@nonprofithr.com) "ATTN: NAACP CFO Search" in the subject line. Electronic submissions highly preferred. Interested individuals are encouraged to apply immediately. Please visit: [www.naacp.org](http://www.naacp.org) for more information about the organization. To obtain further details about this opportunity, contact Myra T. Briggs, Executive Search Practice Leader at Nonprofit HR at [mbriggs@nonprofithr.com](mailto:mbriggs@nonprofithr.com).

**Nondiscrimination:**

It is the continuing policy of the NAACP to take affirmative action to assure equal opportunity for all current and prospective employees without regard to race, color, national origin, ancestry, age, gender, gender identity or expression, sexual orientation, personal appearance, marital status, familial status, family responsibility, pregnancy or other pregnancy-related conditions, childbirth, disability, military/veteran status, citizenship status, religion or political affiliation, past convictions or incarceration, prior psychiatric treatment, or any other status protected by federal or state law, local ordinance or Executive Orders. The NAACP is an Equal Opportunity Employer.