

POSITION PROFILE

Chief Financial Officer

Community Solutions

Remote

ABOUT COMMUNITY SOLUTIONS

Community Solutions works to create a lasting end to homelessness that leaves no one behind. They envision a more equitable society where homelessness is never inevitable, inescapable, or a way of life.

Community Solutions is a nonprofit that leads [Built for Zero](#), a movement of more than 100 cities and counties using data to radically change how they work and the impact they can achieve — and proving that it is possible to make homelessness rare and brief. A growing number of communities across the country are proving this is an achievable reality by reaching a milestone known as [functional zero](#).

Community Solutions' (CS) unique approach to this work has come from a willingness to disrupt their own work over and over again. Over three decades, the CS team has innovated new housing models, challenged the design of social service systems, raised the bar on how data is used to tackle social problems, and helped to shift mindsets around what's possible for the most vulnerable members of our communities.

Under the leadership of President and CEO [Rosanne Haggerty](#) — an internationally recognized leader in developing innovative strategies to end homelessness and strengthen communities — Community Solutions is proving it's possible to reduce and continuously end homelessness.

To propel this movement to end homelessness up and over a tipping point, Community Solutions is working with communities to solve the most persistent challenges that stand in the way. With rigor and data-driven solutions, they are working with communities to:

- Prevent inflow into homelessness from happening in the first place
- Build and sustain homeless response systems that can continuously end, rather than manage, homelessness for populations across a geography
- Quickly deliver affordable housing that can close the housing gap

This belief, that homelessness is solvable, is exactly what the MacArthur Foundation had in mind in 2021 when it [awarded Community Solutions \\$100 million over five years to support Built for Zero](#). The goal: accelerate an end to homelessness for at least 75 populations in 50 U.S. communities by 2026.

With an annual operating budget of \$26 million, Community Solutions is uniquely positioned to continue proving it is possible, everywhere, to end homelessness.

FOR MORE INFORMATION ABOUT COMMUNITY SOLUTIONS, VISIT THEIR [WEBSITE](#)

THE OPPORTUNITY

Reporting to and partnering with Community Solutions' CEO Rosanne Haggerty, the Chief Financial Officer (CFO) will be the organization's top finance executive with frequent and regular Board exposure.

The CFO will be an effective leader with ample experience in strategic planning, financial management, budgeting, data analysis, stakeholder communication, quality improvement, group facilitation, and strategic relationship building. A leader who can easily analyze, synthesize, and act on data, the CFO will guide goal setting, planning, and, where necessary, apply course correction for the financial wellbeing of Community Solutions.

As part of Community Solutions' Executive Team and partner to the CEO and COO Paulette Martin, the CFO will participate in shaping the strategic direction of the organization, developing and executing strategy, leveraging best practices, managing organizational transformation and growth, and creating a high-performance, results-driven culture that develops leaders across the organization.

The CFO will manage a 5-person team, leading, managing, directing, and coordinating the fiscal functions and management oversight for select administrative support services, including Finance and Facilities Management.

The CFO will work with Board members to support Community Solutions' financial and organizational health and planning. The CFO will work closely with the audit/finance committee of the Board of Directors and will be responsible for preparing, interpreting, and effectively communicating financial information and analysis to senior leadership and the Board of Directors to facilitate sound financial decisions.



Critical to the success of the CFO are the following responsibilities:

- Responsible for all financial matters of CS and its affiliate organizations, including day-to-day administration of the budget.
- Refine/develop and utilize forward-looking, predictive models and activity-based financial analyses to provide insight into the organization's operations and business plans.
- Ensure translation of the organization's business plan, vision, strategy, and performance targets into functional plans in collaboration with other executives.
- Responsible for optimizing resources, financial performance, and financial forecasting to ensure strong business model development.
- Engage the finance committee of the Board of Directors to develop short-, medium-, and long-term financial plans and projections.
- Oversee all customary financial management functions including but not limited to maintenance of appropriate internal controls and financial procedures, monitoring of accounts, benefits plans, monthly budget review, and accounting functions, including those necessary for auditing, budgeting, financial analysis, capital assets, and property.
- Support fundraising activities of organization/Board in development proposals and relationships for philanthropic support.
- Support real estate committee of Board in planning, executing, and operating property assets of organization.
- Support the organization's housing acquisition fund and attend investment committee meetings to review proposed acquisitions and performance of fund assets.
- Support and guide new business development planning and prototyping with respect to efforts with potential both for mission impact and earned revenue.
- As a senior leader, maintain a climate that attracts, keeps, and motivates a diverse staff of top-quality people.
- Support COO in all aspects of human resource management for (currently) 75+ employees, including but not limited to setting and enforcing policies, hiring and termination, developing position descriptions, managing performance, setting compensation, and working with employees to resolve issues as they arise.
- Assist in development, implementation, and operations of performance management system.
- Coordinate resources (including people and capital) across the whole organization and identify and resolve critical shared resource issues.



- Assist the Corporate Controller in overseeing the day-to-day work and overall performance of contracted accounting services firm and serve as primary liaison to independent auditor.
- Assist COO in oversight of PEO co-employment partner.
- Ensure proper and complete registration of corporate entities for conduct of business, tax, charitable registration, and other business purposes with all relevant state and municipal agencies, as well as the federal government.
- In concert with COO, design and implement a comprehensive and secure IT system along with ongoing improvements for staff working remotely
- Support fiscally-sponsored and affiliate nonprofits.

The ideal candidate will be an energetic and detailed-oriented leader who is able to effectively manage and empower people to achieve results. The CFO must be a continuous learner who has a demonstrated commitment and investment in teaching others. The CFO will have a strong work ethic, a commitment to clear goals and measurable outcomes, an ability to learn quickly and work well in teams, and have a passion for the vision, mission, and strategies of Community Solutions.



CANDIDATE PROFILE

The CFO of Community Solutions will have the following professional and personal skills, qualities, and characteristics.

An Expert in Finance

As a strategic partner to the CEO and COO, the CFO conceptualizes and analyzes problems and solutions in a constructive, collaborative manner geared towards helping the entire organization. Adept at presenting financial information to the Executive Team and Board, the CFO possesses strong quantitative, analytical, and communication skills. With a high level of intellectual horsepower and a curious mindset, the CFO is a strategic, tactical, and bold finance leader with the ability to “deep dive” into the details while staying focused on the overall financial health of the organization. This leader will own the budgeting process and provide clear and reliable guidance for budget leads to do their job. To that end, they will deploy a system of metrics that enable the organization to measure financial performance on a monthly basis, analyze the numbers, and make course corrections as needed.

The CFO will remain current on the changes within the nonprofit and housing environments, which may affect the financial and administrative operations of the organization. The CFO will have the ability to conceptualize and analyze both problems and solutions, providing financial modeling to leadership that will help the entire organization achieve its mission and improve performance. Ultimately, the CFO will have a bias for ‘getting things done’ and enhancing systems, processes, and relationships.



**We all have a
role to play.**

A Strategic and Entrepreneurial Leader

The CFO of Community Solutions will have a proven track record of converting strategy into effective execution. This leader is tough-minded when difficult decisions need to be made for the good of the organization. As CS continues to thrive, the CFO will be a financial leader who plans for the future and sees themselves as accountable for the future of the organization. A great listener and sound problem solver with excellent reasoning skills, this executive has the ability to understand and deal with complexities with ease and creatively overcome obstacles to achieve goals. The CFO of Community Solutions will be an intelligent self-starter and finisher who is resourceful and innovative and displays an appropriate tolerance for risk in the name of progress.

A tactical executor, the CFO will have a strong data and analysis orientation and a proven ability to use metrics to drive decisions and achieve strategic objectives. This leader is thorough, they think about every dollar and how it's best spent. With the ability to engender trust, honesty, and integrity, the CFO's management style will be empowering, organized, and efficient. This leader will be a strategist with the ability to set priorities decisively, delegate responsibilities, assure accountability, and allocate resources to ensure results.

An Adaptive Leader and Collaborative Communicator

A leader who "finds a way," the successful candidate will foster trust and collaboration among team members and will possess the ability to manage through change with flexibility and poise. The CFO will embrace the culture of Community Solutions, while always having an eye on opportunities to foster best-in-class practices in a productive manner with colleagues. They will demonstrate an ability to create an organizational work plan that prioritizes high-impact areas for organizational excellence in every facet. To this end, the CFO will be a catalyst for change and growth, inspiring others to think entrepreneurially and inject new ideas.

The Chief Financial Officer must have a collaborative and team-oriented management style. The most competitive candidates will have a demonstrated track record of exercising outstanding judgment in recognizing talent, assessing where improvements are needed, and working in concert with various institutional actors to ensure success. Consequently, the CFO must be willing to foster an environment based on reciprocal and mutual cooperation, respect, approachability, and accountability.

A Passion for the Mission

The CFO will be energized by Community Solutions' mission and commitment to ending homelessness. The CFO will be an individual of unquestioned integrity, ethics, and values — someone who can be trusted without reservation. Experienced in working with diverse populations, the CFO will have the character and integrity necessary to develop rapport with people of varying experiences, backgrounds, and philosophies. Lastly, this person will uphold Community Solutions' core values.

COMPENSATION

Salary range: \$180,000-\$200,000 based on experience.

Community Solutions provides competitive benefits including health, a retirement savings plan, generous time off, and professional development.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Marissa Delgado and George Theotokatos of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials [here](#) or email communitysolutions@koyapartners.com.

All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email. If you are selected for an interview, you will receive additional information regarding how to request accommodation for the interview process.

Community Solutions is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

ABOUT KOYA PARTNERS

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy — **The Right Person in the Right Place Can Change the World** — guides our work as we partner with nonprofits and NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

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