



REINVESTMENT FUND

CHIEF FINANCIAL OFFICER

<https://www.reinvestment.com/>

The Organization:

As a federally certified community development financial institution (CDFI), we manage over \$1.2 billion that comes from over 830 investors. Since our founding 35 years ago, Reinvestment Fund has put more than \$2.7 billion to work for communities across the country. Reinvestment Fund brings financial and analytical tools to partnerships that work to ensure that everyone has access to essential opportunities; affordable places to live; access to nutritious food and health care, schools where their children can flourish, and strong, local businesses that support jobs. We have a national reach with offices in Atlanta, Baltimore and Philadelphia.

We use data to understand markets, communities, and impediments to opportunity - and how investment and policy decisions can have the most powerful impact. The three business lines of Reinvestment Fund include Lending and Investments, Capacity Building and Capital Access Programs, and Policy Solutions.

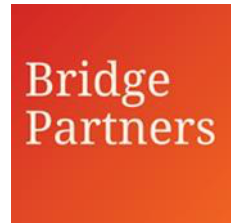
- **Lending & Investments:** As a US Treasury Certified CDFI, Reinvestment Fund's core purpose is the use of commercial and real estate finance as a mission tool, effecting positive social change and equitable growth for all communities.
- **Capacity-Building and Capital Access Programs:** We use capacity development tools that precede, and are in complement to, our business lines of lending and data analysis. The resources and services in this line range from technical assistance and grants to the provision of recoverable grants and grant-subsidized debt.
- **Policy Solutions:** We create research tools and analytics in partnership with investors, policymakers, philanthropists, and community leaders to steer capital and resources towards more equitable policies and more effective community development. We are a trusted advisor to clients, helping them make data advised decisions.

The Role:

Location: Philadelphia, PA (Hybrid – 3-day home/2-day office)

Reports to: Chief Executive Officer

Direct Reports: Controller, Treasurer, Budget Analyst

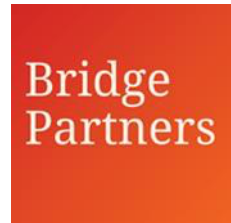


Position Summary:

The Chief Financial Officer (CFO) will be a key member of the Executive Team and be responsible for all aspects of the Reinvestment Fund finances. The CFO will report to and work closely with the President and Chief Executive Officer and will serve as a strategic business partner to the Executive Leadership team to collaboratively develop and implement the overall business strategic plan. The CFO will serve as a hands-on financial leader with responsibility for broad oversight and protection of the assets of the organization. This will include direct responsibility for all day-day issues related to finance including accounting, budgeting, forecasting, reporting and analysis.

Key Responsibilities:

- Lead the organization in the development of a long-range financial vision and plan that will guide the organization, sometimes evident in a multi-year strategic plan, business line plans, or new program designs.
- Analyzes and interprets the organization's financial position in order to provide the appropriate financial perspective and strategic recommendation to the CEO and the members of the executive team.
- Manages the processes for financial forecasting, budgets and oversees the preparation of all financial reporting. Plans and coordinates the annual budget process.
- Develop and oversee an environment of strong internal controls across the organization.
- Attract, develop, and retain competent and committed staff. Establish clear performance objectives for each direct report.
- Coordinates treasury functions, including cash management, debt management and monitoring of investment performance.
- Participates as executive staff to the Finance and Audit committees of the Board. Advise senior management and the Board on the financial implications of business activities.
- Strong knowledge of how to use capital as a mission tool, effecting positive change for communities when it is connected to local plans, aspirations and necessities.
- Committed to advancing racial equity and anti-racism. The organization is currently undergoing a multi-year race, equity, and inclusion organizational change process.
- Strong financial modeling and analysis skills; analytical mind able to quickly analyze data/information and make recommendations.
- Provide leadership, direction and management of the finance and accounting team. Define job roles and profiles that meet current and future needs of the department. Lead motivated, committed departments encouraging optimum individual and team performance. Motivate and reinforce teamwork.
- Work collaboratively with outside vendors including auditors, accountants, attorneys and bankers to positively impact the financial performance of the organization.
- Highly visible and engaged with community partners, funders, CDFI peer organizations, and community business leaders. Leadership that motivates the management and staff to work in partnership with local business, industry, nonprofit, government and educational organizations.



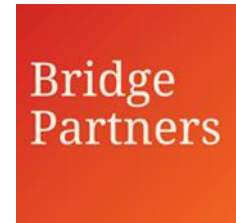
Candidate Profile:

Professional Experience:

- A minimum of 15 years of progressive leadership experience in accounting or finance, including at least 10 years of leadership experience managing or supervising a team.
- Demonstrated experience successfully leading and growing a CDFI, a financial institution or an organization actively involved in impact investing.
- Proficiency in executive leadership in a mission-dedicated firm.
- In depth knowledge and understanding of financial reporting, risk management, internal controls procedures, cash management, budgeting, forecasting, and solid understanding of GAAP.
- Overseeing and maintaining the monthly, quarterly, and annual closing processes; managing the day-to-day operations of the general ledger, balance sheet, A/P, A/R, fixed assets, cash management and payroll.
- Experience successfully managing a complex organization with competing needs and priorities. Expertise in the areas of financial management, fiscal management, technology leadership, participatory governance processes, labor relations and data-driven decision-making.
- Exceptional operational and strategic planning skills; a background in financial planning and analysis, budget development, financial modeling and projections.
- Experience working with an engaged and sophisticated Board in financial matters; serve as the liaison together the organization's Finance and Audit committees.
- Demonstrated ability leading strategic planning, coalition and consensus building, cultural competency, communication and transparency, and individual and institutional accountability, as well as creating a positive tone while embracing a diversity of perspectives and opinions.
- Proven ability to coach, develop, train and mentor staff.
- Past experience that evidences first-hand knowledge and skill in utilizing our tools of capital, analytics, and expertise necessary to build strong, healthier and more equitable communities.
- Significant and successful experience building local partnerships with business, industry, nonprofit, government and other peer organizations to advance equity.
- A readiness to assist the organization in getting the greatest possible benefit from its financial software; NetSuite.

Personal Characteristics:

- Demonstrated passion for the mission and values of the Reinvestment Fund.
- Visionary, innovative, culturally competent and responsive, and effective.
- Demonstrates a commitment to equity, social justice and diversity; shows understanding, sensitivity and respect for the diverse socioeconomic, ethnic, religious, cultural backgrounds, disability, and sexual orientation of our staff, vendors, stakeholders and clients, and our commitment to equitable community growth.
- Honors and respects all aspects of building a more equitable distribution of funding to support underserved communities, Community Leadership and its residents.



- Excellent oral and written communication skills and a gift for listening and forging consensus. Able to translate financial data into organizational actions.
- Forward thinking and intuitive with an ability to see potential disruptions, take-action, problem solve, and make the tough calls when needed.
- Understands and appreciates the use of technology to drive efficient processes and supporting research and development to keep an eye on emerging new and more efficient technologies.
- Deep emotional intelligence, self-awareness and empathy.

Education:

- A bachelor's degree is required. An advanced degree in accounting, finance or related field of study is strongly preferred.
- CPA strongly preferred.

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To learn more about this opportunity, please contact:

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