



Chief Financial Officer



ABOUT THE GREATER CINCINNATI FOUNDATION

As the region's leading community foundation, Greater Cincinnati Foundation (GCF) connects people with purpose in an eight-county region in Ohio, Kentucky, and Indiana. GCF is leading the charge toward a more vibrant and equitable Greater Cincinnati for everyone – now, and for generations to come. A staff of 61 passionate team members steward nearly \$1 billion in assets and made grants of 119 million in 2022 in the areas of human services, the environment, education, arts and culture and economic development. GCF is a leader and convenor in advancing community progress around racial equity, economic mobility, impact investing and affordable housing.

THE OPPORTUNITY

- Do you want to provide financial leadership to the regions' largest community foundation and help achieve ambitious growth goals?
- Do you thrive in a results-driven, fast-paced, collaborative culture where diverse ideas are celebrated?
- Can you embrace being the face of the organization with key donors and community partners?
- Do you want to help create a better future for all in Greater Cincinnati?

GCF is hiring a Chief Financial Officer to join their leadership team.





JOB SUMMARY

GCF is seeking an experienced and dynamic Chief Financial Officer (CFO) to join this prestigious community foundation as a key member of the executive leadership team. As the CFO, you will play a critical role in overseeing all financial operations and providing strategic financial guidance to support the mission of making a positive impact on the communities we serve. This is an excellent opportunity for a seasoned financial professional who is passionate about social responsibility and committed to driving meaningful change through effective financial management.

Responsibilities include:

Business Partner with the CEO to Optimize Decision-Making and Strategies

The CFO will be a full business partner with the CEO. It is not enough to look backwards and record what has happened in the past and be good at the transactional. The CFO will help drive optimal decision-making by looking ahead and impacting performance before it happens. The CFO needs to be a trusted advisor and confidant and bring impactful issues to the forefront early so that they can be addressed before they become a problem. Lastly, to be an effective business partner with the CEO, the CFO must have trust and strong relationships with the entire leadership team.

Budgeting, Forecasting and Reporting

The CFO will lead the annual budgeting process, working closely with various departments to ensure budget alignment with strategic priorities. They will prepare accurate and comprehensive financial forecasts, highlighting potential risks and opportunities for informed decision-making. and oversee the preparation of timely and accurate financial reports, including balance sheets, income statements, and cash flow statements, for internal and external stakeholders. The goal is to provide financial analysis and key performance indicators to aid in understanding financial performance and inform strategic decision-making. They will also create financial models to support dynamic community philanthropy strategies.

Investment Strategy Ownership and Investment Committee Leadership

The CFO will own the investment strategy planning, research, analysis, and implementation, working closely with the CEO, the Investment Committee and outside investment partners to drive optimal outcomes. The CFO will review current strategies and look for areas of improvement, will benchmark GCF strategies against best-in-class organizations, and make recommendations to the investment committee. Success will be driven through the ownership of the entire process, being thoroughly prepared with facts, details, and recommendations, and communicating confidently and effectively with the committee and outside investment partners.



JOB SUMMARY (cont.)

Leadership of Accounting and Finance Team

Being an effective leader and driver of the business strategy, the CFO will be responsible for leading the accounting and finance team. The CFO will assure that their mission and purpose align with the strategies and growth plans of the foundation. The CFO will have fiduciary responsibility for establishing effective controls and processes. The CFO will be a steward of community assets with all the responsibilities and legal accountabilities required. They will also be responsible for developing talent within the team, monitoring individual performance, and ensuring each of the team members are in alignment with the culture of GCF.

Provide Innovative and Compelling Donor Strategies

The ability of GCF to provide a wide variety of solutions and strategies for donors is one of the keys to growth. The CFO will be integral to the analysis and strategic recommendations that need to be made, taking the lead role in this process. In addition, working closely with the colleagues on the leadership team, the CFO will be challenged with taking the overly complex offerings and simplifying the communication of these offerings to current and potential donors.





KEY REQUIREMENTS

- Bachelor's degree in finance, accounting, business administration, or a related field. A master's degree and/or CPA qualification is preferred.
- Proven experience (8+ years) as a CFO or senior financial executive in a similarly complex and diverse organization. Experience in the nonprofit sector or with community foundations a plus.
- Strong financial acumen with a track record of strategic financial planning and analysis.
- Demonstrated experience in investment management and portfolio oversight.
- In-depth knowledge of accounting principles, budgeting, and financial reporting standards.
- Familiarity with nonprofit accounting standards and regulatory compliance a plus
- Excellent leadership, communication, and interpersonal skills to work effectively with diverse stakeholders.
- High integrity, ethical decision-making, and commitment to transparency and accountability.

DESIRED PERSONAL ATTRIBUTES

- An inspiring relationship-builder
- Confident, decisive, and independent
- Innovative and strategic
- Embraces and cultivates a diverse and inclusive workplace
- Puts the community and the organization ahead of themselves
- Wired for growth and expanding community impact
- Motivates and empowers staff; is not a micro-manager
- Exceptional communicator and listener; can simplify the complex



THE REWARD

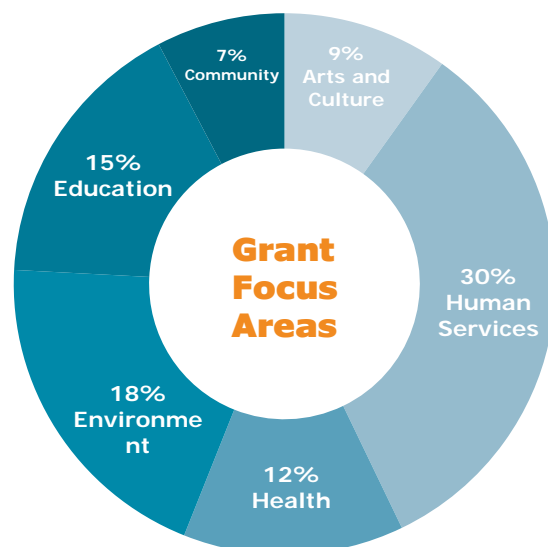
- Be a key leader of a reputable, financially sound organization and help create greater community impact
- Be a strategic partner with a dynamic, experienced community foundation leader
- Lead a passionate and talented finance and accounting team
- Work with a Board that is supportive, engaged, connected and a willing collaborator
- Help create a city that is more vibrant, equitable and inclusive

The target base salary is \$250K with the potential for a performance-based bonus. GCF will provide a comprehensive benefits package including medical, dental, vision, life, and disability coverage. There is a 401-K program with an 8% employer match. Relocation assistance will be provided.

Greater Cincinnati Foundation recruits, employs, trains, compensates, promotes, and celebrates employees of all races, religions, colors, national origins, sexes, sexual orientations, disabilities, ages, veteran status and all the other characteristics that make individuals unique and extraordinary. At GCF, we have a clear vision: to be an employer of choice where a diverse mix of talented people want to be and can do their best work. GCF exists exclusively to support our community, and we know our organization runs on the hard work and dedication of our passionate and mission-driven employees. GCF is a Gold Level certified with Ellequate (Formerly Queen City Certified), which is the first data-informed employer certification and cohort-based leadership program for gender equity in the U.S. workplace.

\$1.44 Billion
Total Grants Awarded since 1963

\$112 Million
Granted in 2022





LEARN MORE & APPLY

This executive search is being led by **Michele Plessinger** and **Barry Elkus**. Click the link below to confidentially apply now through the Gilman Partners website or use the contact information below to send your resume and a brief cover letter. Please reference the position title and organization in the email header. [Apply Online](#)



**Michele Plessinger, Partner
and Co-Leader of Nonprofit
Practice Group**

mplessinger@gilmanpartners.com

(513) 842-5321



**Barry Elkus, Partner
and Co-Leader of Nonprofit
Practice Group**

belkus@gilmanpartners.com

(513) 842-5331



Gilman Partners is committed to strengthening leadership teams and elevating the talent in our communities – and that means all qualified applicants will receive consideration without regard to race, ability, religion, sex, age, sexual orientation, gender identity/expression, or national origin. You don't have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to reach out.