



AMERICAN
PRINTING
HOUSE 



CHIEF FINANCIAL OFFICER

LOUISVILLE, KY

ABOUT THE COMPANY

Since 1858, The American Printing House for the Blind (APH) has operated in Louisville, Kentucky as the world's largest nonprofit organization creating accessible learning experiences through educational, workplace, and independent living products and services for people who are blind and low vision. APH's mission is to empower people who are blind or low vision by providing accessible and innovative products, materials, and services for lifelong success.

Living by the values of Respect, Innovate and Grow, APH continues to look for ways to provide new tools and resources to enhance accessibility for blind and low vision populations. They have significantly decreased their product development timeline, added new technology services including Good Maps, a for-profit AI-driven indoor navigation app, and they are currently building the world's most accessible museum housing historical objects and sharing stories and first-person accounts from people who are blind or low vision. The organization has significant opportunities ahead and is seeking a strategic and forward-thinking Chief Financial Officer to help support the growth of the organization.

THE OPPORTUNITY

- Are you looking for a meaningful mission and growing organization where you can leverage your strategic finance and accounting skills?
- Is modernizing finance and accounting systems/processes through technology appealing to you?
- Would you like to be part of an executive team focused on growing a mission-based organization that has an over 100-year legacy while being innovative?



WHAT YOU'LL BE DOING

APH seeks a financial professional to join the executive leadership team as Chief Financial Officer. This is a rare opportunity to be a part of a mission-based agency that has provided materials and services to children and adults with disabilities nationwide for over 100 years. The CFO will report to the CEO/COO and have leadership over a team of sixteen employees. The CFO provides financial oversight of all financial functions including strategic financial planning, accounting, reporting, compliance, and budgeting for both nonprofit and for-profit operations. There are several very significant projects requiring complex financial oversight, in addition to the traditional responsibilities and leadership roles of a CFO. The ideal candidate will work closely with the CEO and Board of Trustees to develop a clear financial strategy for both the nonprofit and for-profit arms of the organization.



IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in accounting, finance, or a related business degree. MBA with a focus on finance/accounting preferred.
- 10+ years of proven success in growing a business in a financial leadership role.
- Prior experience in managing financial operations in a startup, scale-up, or rapidly growing company is a plus.
- Financial oversight in manufacturing strongly preferred.
- Proven track record of leading financial strategy and planning, budgeting, and reporting in complex organizations.
- Experience working with nonprofits and government funding either through employment or board membership is desired.
- Skilled in process improvement such as updating chart of accounts and standardizing costing processes.
- Experience implementing and optimizing financial software or ERP systems desired (APH is currently implementing SAP).



KEY PERSONAL ATTRIBUTES

- Mission-driven and passionate about leadership and culture.
- Excellent at communicating, negotiating, and building relationships with stakeholders at all levels, with the ability to present complex financial information to non-financial stakeholders.
- Adaptable to a changing work environment, seeking positive ways for process improvement, and capable of leading through periods of transition and growth.
- Strong strategic thinker with an entrepreneurial mindset and a capacity for innovative problem-solving.
- Ability to navigate the complexities of both nonprofit and for-profit financial models while ensuring mission alignment and financial sustainability.
- Highly collaborative, working well with peers, subordinates, CEO/COO, Board of Trustees, and other stakeholders.
- Strong strategic mindset with evidence of working alongside an executive leadership team.



THE PAYOFF

- Be a part of a cutting-edge organization focused on improving the lives of blind and low vision people.
- Further build and evolve an organization as it prepares for future growth and innovation, domestically and globally.
- Partner with the CEO/COO to execute a newly formed strategic plan.



LEARN MORE & APPLY

This position is based in Louisville, KY. While many employees experience a hybrid work schedule, the majority of the C-suite is in the office every day. Some flexibility at this level is expected which includes one day a week work from home.

To apply please send your resume and a brief cover letter to: **Michele Plessinger** or **Julie George**. **APPLY ONLINE.**



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Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not 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 apply.