



CHIEF FINANCIAL OFFICER

CINCINNATI, OH

ABOUT THE COMPANY

Ohio Valley Goodwill Industries is a mission-driven social enterprise dedicated to helping individuals and families achieve self-sufficiency through the power of work. Serving the Greater Cincinnati, Northern Kentucky, and Southeast Indiana region, the organization operates an integrated model that combines retail, e-commerce, and contract services with workforce development and community-based programs. At its core, Goodwill operates a unique social enterprise model in which donated goods are resold through a large-scale retail platform to fund job training, employment placement, and wraparound services for individuals facing barriers to work including people with disabilities, veterans, and those experiencing economic hardship.

Ohio Valley Goodwill Industries is part of the broader Goodwill network which is the largest provider of workforce development services in North America, comprised of more than 150 independent organizations and over 3,300 retail stores and donation centers. Ohio Valley Goodwill serves nearly two million individuals annually through its community programs, employment opportunities, and retail stores. Also, sustainability is deeply embedded in Goodwill's mission and operating model. Ohio Valley Goodwill manages over thirty-six million pounds of products annually through resale, recycling, and repurposing efforts.

Through this integrated approach combining retail operations, workforce development, and environmental stewardship, Goodwill delivers a triple-bottom-line impact:

- **Economic:** generating revenue to sustain and grow mission services
- **Social:** helping individuals achieve independence through employment
- **Environmental:** reducing waste and promoting sustainable consumption

As part of its 2030 vision, Ohio Valley Goodwill is committed to growth and transformation by expanding to 30 retail stores across the region, building deeper relationships with corporations and service providers to expand community programs, increasing donations and revenue streams to scale mission impact, and broadening services that help people overcome barriers to employment and improve quality of life.

THE OPPORTUNITY

- Are you ready to leverage your leadership skills to advance the mission of eliminating barriers, empowering individuals, and elevating human potential?
- Are you energized by the opportunity to serve as a strategic partner to the CEO and the Senior Leadership team in a complex, multi-entity social enterprise that blends business performance with community impact?
- Are you a forward-thinking accounting and finance leader who can balance operational discipline, growth, and mission impact in a dynamic and evolving organization?





WHAT YOU'LL BE DOING

As a key member of the Senior Leadership Team, the Chief Financial Officer (CFO) will serve as a strategic partner to the President & CEO and Senior Leadership Team, providing financial leadership across a complex, multi-division organization. The CFO will oversee finance, accounting, financial planning and analysis, and related administrative functions, ensuring the organization's financial sustainability while supporting growth and mission impact.

This leader will play a critical role in aligning financial strategy with organizational priorities, driving performance across retail and programmatic operations, and enhancing data-driven decision-making. The CFO will lead and develop a high-performing finance team and build strong cross-functional partnerships across the organization. The CFO will also perform the following:

STRATEGIC FINANCIAL LEADERSHIP

- Serve as a strategic advisor to the CEO and Senior Leadership team on financial positioning, capital strategy, risk management, and resource allocation.
- Develop and execute long-term financial strategies that support organizational growth, sustainability, and mission outcomes.
- Ensure alignment between financial performance, capital allocation, and mission impact across all business lines.
- Partner with executive leadership to translate strategic priorities into actionable financial plans.

FINANCIAL REPORTING & ACCOUNTING OPERATIONS

- Oversee all accounting operations, including general ledger, accounts payable/receivable, payroll, and financial close.
- Ensure the preparation of accurate, timely financial statements and management reports.
- Maintain strong internal controls and ensure compliance with applicable accounting standards and regulatory requirements.
- Lead the external audit process and maintain strong relationships with auditors and financial partners.

WHAT YOU'LL BE DOING, CONTINUED

FINANCIAL PLANNING & ANALYSIS

- Lead enterprise-wide financial planning, budgeting, and forecasting processes.
- Oversee financial modeling, scenario planning, and sensitivity analysis to support strategic decision-making.
- Develop performance metrics and dashboards that integrate financial results with operational and mission impact outcomes.
- Provide actionable insights on financial performance, trends, risks, and opportunities.

CASH FLOW, CAPITAL, AND RISK MANAGEMENT

- Ensure effective cash flow management and liquidity to support operations and strategic investments.
- Optimize capital structure and manage banking and financial relationships.
- Identify, assess, and mitigate financial and enterprise risks.
- Oversee treasury, insurance, and financial compliance functions.

INVESTMENT STRATEGY AND GROWTH INITIATIVES

- Evaluate and execute capital investments, growth initiatives, and strategic partnerships.
- Support expansion efforts, including new facilities, programs, and service lines.
- Lead financial due diligence, valuation, and integration planning for partnerships or acquisitions, as applicable.
- Ensure financial discipline and mission alignment across all investment decisions.

OPERATIONAL PARTNERSHIP

- Partner with retail, donated goods, e-commerce, and program leadership to drive financial and operational performance.
- Support margin optimization, cost management, and operational efficiency across business lines.
- Provide financial insights that inform pricing, inventory flow, and program investment decisions.

EXECUTIVE LEADERSHIP OF INFORMATION TECHNOLOGY

- Provide executive oversight of the organization's technology strategy, infrastructure, and governance.
- Ensure IT systems effectively support financial management, analytics, cybersecurity, and operational excellence.
- Champion digital transformation and the integration of financial and operational systems to enhance visibility and decision-making.

WHAT YOU'LL BE DOING, CONTINUED

COMPLIANCE AND FUNDING OVERSIGHT

- Ensure compliance with all applicable regulatory, audit, and reporting requirements, including government funding where applicable.
- Support grant and funding processes by providing financial oversight, reporting, and accountability.
- Oversee financial strategy and governance for the company's self-insured medical and employment-related insurance programs—including budgeting, long-range planning, and forecasting—while partnering with the VP of Employee Experience on plan design, premium and cost-sharing strategies, and ensuring appropriate coverage and compliance (e.g., excess liability for Workers' Compensation and related programs).

TEAM LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT

- Build, lead, and develop a high-performing, mission-driven finance and IT team.
- Foster a culture of accountability, continuous improvement, and cross-functional collaboration.
- Establish scalable processes, policies, and systems to support organizational growth.

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in accounting; CPA or MBA preferred.
- 15+ years of progressive financial leadership experience, including senior-level or executive roles.
- Experience leading finance and accounting in a complex, multi-entity organization; experience in nonprofit, healthcare, retail, or social enterprise environments is a plus.
- Demonstrated success partnering with executive leadership to drive strategy, growth, and operational performance.
- Strong financial planning and analysis capabilities, with experience in forecasting, modeling, and strategic planning.
- Experience managing audits, internal controls, and regulatory compliance.
- Proven ability to lead and develop teams and build strong cross-functional relationships.
- Excellent communication skills, with the ability to translate financial information for non-financial stakeholders.
- Technology acumen, including experience with ERP systems and advanced financial tools; strong Excel/data analysis skills required.





KEY PERSONAL ATTRIBUTES

- Passion for the mission and a commitment to making a meaningful community impact.
- Strategic thinker with strong business acumen and the ability to see the big picture while managing details.
- High integrity and accountability, with a commitment to ethical leadership and stewardship.
- Results-oriented, with a bias toward action and continuous improvement.
- Collaborative and relationship-driven, with the ability to influence across all levels of the organization.
- Adaptable and resilient, with the ability to thrive in a dynamic and evolving environment.

THE PAYOFF

- Opportunity to play a pivotal leadership role in a mission-driven organization making measurable community impact.
- Strategic partnership with the CEO and Board in shaping the future of the organization.
- Collaborative, values-driven culture with a strong sense of purpose.
- Competitive compensation package, including base salary, incentive opportunity, and comprehensive benefits.

Please visit
Gilman Partners'
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