



CHIEF FINANCIAL OFFICER

(remote; anywhere in USA)

THE OPPORTUNITY

We envision a just world where Black, Indigenous, and Communities of Color experience safety, health, and abundant joy through meaningful relationships with one another and the outdoors. Justice Outside advances racial justice and equity in the outdoor and environmental movement. We shift resources to, build power with, and center the voices and leadership of Black, Indigenous, and People of Color because the health of current and future generations demands it. We know that engaging in meaningful opportunities to spend time outside offers those who have been most impacted by racial injustice a powerful source of healing. Against a backdrop of increased urgency around dismantling systemic racism, the need and demand for our work is greater than ever. This past year we provided grant funding to 128 grantee partners for a total of \$2.6M across five regions including our CA based Youth Access to Nature cohort, our Southwest cohort, our Pacific Northwest and California Coast cohort, our Delaware River Watershed cohort, and our newest cohort in North and South Carolina. Learn more: www.justiceoutside.org.

In 2020 the Justice Outside Board of Directors approved a five year strategic plan for the organization. A detailed implementation plan followed and beginning in 2021, we have been moving forward towards organizational goals. Part of this plan specifically called for rapid staff growth (an initial 50% increase in 2022) and articulated growth of our programs, including our grantmaking program. As we enter 2024, our plan calls for continued growth of programs and the addition of key staff. To build on our success, and to guide financial decision-making and organizational strategy, we seek a Chief Financial Officer (CFO) to join our team. We remain an ambitious, accomplished team that relies upon critical thinking, collaboration, emotional intelligence, and passion for our urgent mission. As we look toward mapping our next five years, we seek a brave leader to join the senior leadership team, guide decisions across all aspects of financial growth strategy—budgeting, investing, income streams, and more—while honoring our mission and our values. We seek applicants who bring a fierce commitment to racial and social justice.

KEY RESPONSIBILITIES

Strategy and Organizational Leadership 35%

- Actively support the development of our next 5 year strategic plans, goals, and budget; lead implementation of the plan's goals and objectives
- Partner with the CEO, providing advice on financial operations, analysis, budgeting, managing debt, and future investment strategy, including plans for new revenue streams, such as government partnerships, redefining our earned income programs, and strategic alliances
- Develop and implement short- and long-range goals, objectives, policies, and procedures

Managing Financial Operations 50%

- Facilitate an annual budget that involves a high level of staff engagement in the process and provide detailed monthly analysis of budget to actual performance
- Optimize processes for greater efficiency



- Develop and implement metrics and financial tools needed to achieve goals. Serve as executive interface regarding independent audits of Justice Outside's financial operations
- Lead the Finance Committee and Audit Committee
- Manage all monthly financial reports, including detailed reports to funders

Team Management 15%

- Manage current external contractor currently providing bookkeeping and other services
- Provide educational opportunities on financial planning, forecasting and expense management with members of the staff on an ongoing basis
- Inspire staff to deliver results through collaboration and accountability

OUR IDEAL CANDIDATE

- 8+ years of experience, including past finance management roles in an entrepreneurial setting, including forecasting, fiscal management, analysis, accounting management, and budgets of \$2M+
- Nonprofit finance experience
- Ongoing commitment to causes such as civic innovation, social entrepreneurship, government reform, environmental justice, or leadership development
- Demonstrated success in managing multiple competing priorities and proactively taking initiative while working with autonomy
- Strategist and problem solver who balances quantitative skills and emotional intelligence
- Ability to engage, motivate, and manage many stakeholders to achieve ambitious results
- Demonstrated commitment to racial equity
- Commitment to playing a key role in strengthening a culture where people do their best work
- Evidence of vision in developing strategy, policies, and practices
- Success in brainstorming how to fund new programs
- Experience making compelling, persuasive presentations to decision-makers
- Enthusiasm for analyzing financial technology needs and creating new successful systems
- Ability to work effectively with diverse teams
- Impeccable judgment and analytical ability
- CPA a plus
- Experience with government funders a plus

OUR TEAM: CULTURE, COMPENSATION, & BENEFITS

You will join a collaborative team of self-directed leaders who prioritize equity, cultural relevancy, and inclusion as building blocks of our urgent mission. We rely on creativity, flexibility, listening, critical thinking, and humor to bring out the best in each other and our partners. As we pursue our vision of a world where all communities can experience the joy from meaningful outdoor opportunities, we meet individuals where they are. We strive to ensure all staff feel and encourage a sense of belonging, caring, and support. We offer a generous benefits package that includes 90% of medical, covered and 85% of dental and 50% is covered for dependents. Additional benefits include a 403(b) plan with an



employer contribution, and an unlimited paid time off policy. Compensation for this role is budgeted at \$190,000, with a possibility of earning an annual performance-based bonus.

ENCOURAGING CANDIDATES FROM ALL BACKGROUNDS

We encourage candidates from all backgrounds to apply. No matter your background, our new CFO must advocate for justice, equity, diversity, and inclusion. We look forward to receiving your application. Justice Outside strongly encourages people from all backgrounds—especially people of color, veterans, LGBTQ+ community members, people impacted by the system of incarceration, and people with disabilities—to apply for open positions. Most importantly though, no matter your background, the person selected for this position must embrace, advocate for, and deeply value racial equity and inclusion.

TO APPLY

Please submit your cover letter and resume to recruitment@justiceoutside.org. Thank you.