



Sr. Director of Finance & Strategy

Remote · Ops & People · Full time

OVERVIEW

APPLICATION

Description

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Unite America is seeking a **Senior Director of Finance & Strategy** to lead and enhance the financial operations of our multi-entity, philanthropic venture fund. Reporting to the Head of Strategy & Operations, this role will build on our financial foundation to architect a long-term financial strategy that maximizes organizational impact.

This is an exciting opportunity for an experienced finance leader eager to **build innovative financial systems from the ground up** and work alongside senior leadership to shape our financial future and manage a \$30M+ organizational budget. You will integrate fundraising, grantmaking, and accounting into a **unified financial model** that supports strategic decision-making, forecasting, and resource management.

The ideal candidate thrives in a fast-paced entrepreneurial environment, has a keen eye for detail, and brings deep experience in strategic financial planning and analysis across multi-entity financial structures (**501(c)(3), 501(c)(4), PACs**). This role requires strategic financial acumen, strong leadership abilities, and a commitment to **efficiency, compliance, and innovation**.

Unite America believes that there is strength in diversity and strongly encourages candidates from diverse backgrounds and from across the political and ideological spectrum to apply.

The position will ideally be based at Unite America's headquarters in Denver, CO; however, we recognize that strong talent lives nationwide. We continue to recruit and retain the best talent; therefore, we are open to employees living across the country and working remotely. Unite America offers a stipend for new hires willing to relocate to Denver.

Requirements

RESPONSIBILITIES

Financial Strategy & Leadership

- Develop and execute long-term **financial strategies that align with our mission.**
- Provide strategic recommendations and actionable insights to the executive team and the Board of Directors based on financial performance, trends, and organizational priorities.
- Proactively identify and provide recommendations on mitigating financial risks and capturing opportunities, ensuring sustainability and compliance.
- Utilize data visualization and presentation tools to present financial data to internal and external stakeholders, identifying and communicating narratives beyond the numbers
- Stay abreast of financial best practices, regulatory changes, and industry trends to drive innovation.

Financial Oversight & Planning

- Design, lead and mentor a 2-3 person finance team, fostering a **culture of excellence**, accountability, and continuous improvement.
- Improve financial processes, systems, and internal controls to enhance efficiency, accuracy, and transparency.
- Oversee budgeting, forecasting, and financial modeling to support data-driven decision-making.
- Ensure accurate and timely financial reporting for the Executive Team, Operating Board, and key stakeholders.
- Manage and/or oversee relationships with external stakeholders, including auditors, investors, and regulatory bodies.
- Ensure compliance with financial regulations, nonprofit accounting standards, and manage risk exposure.

Cross-Functional Systems & Collaboration

- Spearhead cross-functional projects that increase the financial performance and efficiency of the organization.
- Design and implement a **unified financial model** that integrates investor relations, grantmaking, and accounting.
- Cultivate relationships across the organization in order to identify and understand business needs
- Build financial tools, dashboards, and reports tailored to cross-functional needs.
- Develop efficient processes for grant disbursement, tracking, and reporting.
- Lead financial initiatives that improve operational efficiency and resource allocation.

QUALIFICATIONS

- **10+ years** of experience in finance, with strong strategic financial planning & analysis skills
- Proven leadership in financial strategy within **multi-entity organizations** (501(c)(3), 501(c)(4), PACs).
- Strong **analytical and problem-solving** skills, with the ability to translate data into insights that enable strategic decision making.
- Comfortable designing and building innovative financial systems and models
- Excellent **leadership and management** skills, with experience leading and developing high-performing teams.
- Expertise in financial compliance, nonprofit accounting standards (GAAP), and regulatory requirements.
- Proficiency in **financial software, Microsoft Excel, and data visualization tools**.
- Excellent communication skills, able to present complex financial data clearly.
- Critical thinking ability, independent problem-solver, highly self-motivated.
- High ethical standards and commitment to **transparency and integrity**.
- Genuine passion for Unite America's mission.

OUR ORGANIZATION

Unite America is a non-partisan, philanthropic venture fund (composed of several legal entities) that invests in candidates, campaigns, and organizations in order to advance nonpartisan election reforms that will foster a more representative and functional government capable of solving America's most pressing challenges.

Founded in 2014, Unite America and its 30+ person team has grown to be a leader in the democracy reform movement. The organization has existed in its current form, and with its current primary focus, since 2019; in that time, we have successfully mobilized tens of millions of dollars from scores of philanthropists to candidates and reform campaigns across the country. In 2024, an election year, Unite America had a \$60M budget across its core operations (\$11M) and regrants portfolio (\$49M).

At Unite America, we are working to build a more representative and functional government that puts voters first and reflects the diversity of our country, and an inclusive democracy in which leaders embrace problem-solving over fueling divisiveness. Likewise, we have a vision of building an organization that reflects diverse identities, experiences, and perspectives; a culture of working across differences toward common goals; and a workplace where everyone feels included, respected, and heard. To that end, Unite America is proud to have made diversifying our team, ensuring more equitable opportunity, and fostering a culture of belonging a priority. Our

organizational values reinforce this commitment as we work to model the leadership we seek, solve problems together, and take care of one another, to name a few.

Benefits

- Competitive Compensation (\$150-190k)
- 401(k) Plan (with up to a 3% employer contribution match)
- Health Care Plan (medical, dental, and vision) + coverage options for spouses & dependents
- Unlimited Paid Time Off (vacation, sick days, public holidays, and team-wide wellness days)
- Family Leave (maternity, paternity, and adoption)
- Paid sabbatical after 4 years on staff
- Training & Professional Development
- Wellness Resources
- Opportunity to join an inclusive, vibrant, and diverse team

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