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Chief Financial Officer (CFO)

San Francisco, CA, US · Full-time

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DESCRIPTION

Position Title: Chief Financial Officer (CFO)

Program/ Department: Sr. Executive Leadership Team

Work location: Bay Area (Primarily SF & Oakland)

Classification: Full-time, permanent, Non-Exempt

Reports to: President

Compensation: \$185,000 - \$200,000 Annually

Position Overview:

The Chief Financial Officer (CFO) is a senior executive responsible for financial leadership, strategy, and sustainability across the Freedom Center ecosystem, which includes multiple nonprofit entities, fiscally sponsored projects, and emerging social ventures. The CFO ensures that financial systems are strong, transparent, and scalable, and that the organization is positioned for long-term sustainability and growth.

As a core member of the Senior Executive Leadership Team, the CFO partners with the President, Board of Directors, and executive colleagues to align resources with mission, manage risk, and build financial models that advance the Sister Warriors Freedom Charter. The CFO provides both vision and discipline, leading financial strategy while ensuring compliance, accountability, and values-based financial practices.

Key Responsibilities

Financial Strategy & Leadership

- Develop and steward long-term financial strategies that sustain and grow a \$13–15M multi-entity ecosystem
- Provide predictive modeling, scenario planning, and analysis to support strategic decision-making
- Advise the President, Senior Executive Team, and Board on financial implications of programs, policies, and ventures
- Partner with fundraising, development, and investment teams to align revenue strategies with financial sustainability
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Systems & Compliance

- Oversee finance infrastructure across multiple entities, ensuring scalability, transparency, and integration
- Supervise and support the finance team, providing leadership, coaching, and accountability
- Manage relationships with auditors and finance consultants, ensuring accuracy, timeliness, and compliance

- Ensure compliance with GAAP, federal and state laws, nonprofit finance regulations, and audit requirements
- Manage organizational risk, internal controls, and compliance systems with excellence and integrity
- Oversee financial reporting, audits, tax filings, and regulatory disclosures
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Budgeting & Reporting

- Lead annual and multi-year budgeting processes across entities, ensuring alignment with mission and strategy
- Provide accurate, timely financial reporting to the President, Senior Executive Team, and Board
- Partner with program and operations leads to ensure budgets are realistic, sustainable, and monitored effectively
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Partnership & Collaboration

- Serve as a key member of the Freedom Charter Executive Council and the Senior Leadership Team
- Collaborate with Regional VPs, SVP of Strategy & Policy, and EDs to align program and policy priorities with financial realities
- Represent the organization with funders, financial partners, auditors, and key external stakeholders
- Mentor and support finance staff, building leadership and financial literacy across the organization
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Culture & Mission Alignment

- Ensure financial practices reflect the values of equity, transparency, and economic justice
- Apply organizational values and theory of change to the design and implementation of financial systems, ensuring finance is an active partner in advancing mission
- Build accessible systems that support community-driven initiatives, including tools for rapid response and unbanked members

- Act as a culture carrier, embedding values of accountability and sustainability into financial decision-making

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Qualifications

- Minimum 10 years of senior finance leadership in nonprofit, foundation, or social enterprise settings
- Demonstrated ability to lead financial strategy for organizations with \$10M+ budgets and multiple entities
- Proven record of managing audits, compliance, and financial risk with excellence
- Strong experience with cash flow management, scenario planning, and multi-year forecasting
- Ability to communicate complex financial information to diverse audiences, including non-financial staff and community leaders
- Deep commitment to the Sister Warriors Freedom Charter and the values of economic and political power-building

REQUIREMENTS

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