

**Scion Executive Search** has been retained by the inspirational organization, **National Association for Latino Community Asset Builders (NALCAB)** to identify their incoming **Chief Financial Officer!** Reporting to the President & Chief Executive Officer, the incoming CFO will aid the organization through its continuous growth in service of its incredible mission to increase equity by advancing economic mobility for Latino communities. This full-time, hybrid role has the opportunity to work out of one of their two offices (San Antonio, TX or Washington, D.C.) and is available for immediate hire.

**ABOUT NALCAB:**

NALCAB is the hub of a national network of more than 200 mission-driven organizations in geographically and ethnically diverse Latino communities in 46 states, Washington DC and Puerto Rico. Members of the NALCAB Network invest in their communities by building affordable housing, addressing gentrification, supporting small business growth, and providing financial counseling on issues such as credit building and homeownership. As a grant maker and US Treasury certified CDFI lender, NALCAB supports the work of its member network with capacity building resources, capital and policy advocacy, and access to funding and technical assistance.

**POSITION OVERVIEW:**

The Chief Financial Officer is responsible for leading NALCAB's finance and accounting, real estate acquisition management, compliance, legal and administration functions. Additionally, the CFO supports the financial management of Escalera Community Investments, a subsidiary fully owned by NALCAB, that manages two social impact equity funds. In collaboration with the executive leadership team, the CFO will serve as the lead advisor on the organization's finance-related strategies. The CFO will also oversee the day-to-day accounting functions, ensuring accurate reporting, high-performance, and interdepartmental collaboration. The individual selected for this role will work to optimize the finance department for NALCAB's continuous growth and advance NALCAB's culture of learning and development.

**KEY RESPONSIBILITIES:**

- Collaborate with the executive leadership team on financial and organizational strategies.
- Lead, oversee, and collaborate with leadership to facilitate organizational and departmental budgeting processes.
- Review, analyze, and improve as needed all budgeting, finance, and accounting processes and procedures.
- Mentor, supervise, manage, and develop finance and accounting team members.
- Plan and implement relevant internal and accounting controls and digital financial information systems, including cost accounting systems for federal reimbursement purposes.
- Oversee internal and external financial reporting for all of NALCAB's entities including financial statement audits, federal and state taxes, SEC regulatory requirements, organizational budgets, debt and equity investor reporting, and lender reporting.

- Safeguard and optimize cash, cash reserves, and other financial and human assets to support and further NALCAB's mission.
- Monitor legal, regulatory and administrative environments, perform ongoing risk analysis, and manage liability insurance programs.
- Serve as liaison with the Board Finance Committee and independent auditors.
- Negotiate and execute agency contracts.
- Foster a culture of learning, improvement, and positivity within the finance department and throughout the whole organization.

## **QUALIFICATIONS:**

- A genuine passion and proven dedication to the mission of NALCAB.
- 5 to 10 years of nonprofit, finance leadership experience.
- Bachelor's degree in accounting, finance, or a related field.
- Established skills with implementing new accounting software systems, processes, and procedures.
- Proven ability to interpret, analyze, and communicate complex financial data and reports.
- Proven background in federal funding, including a working knowledge of federal cost principles, indirect cost rates, and uniform guidance.
- Excellent written and verbal communication skills.
- Extensive experience working with diverse coalitions of nonprofit, governmental, and corporate partners.
- Familiarity with small business loan funds, real estate transactions, and grants management.
- CDFI experience preferred.
- Adept at working both independently and in collaboration with others.
- Excellent interpersonal skills; experience working with stakeholders from a large variety of backgrounds.
- Bilingual in English and Spanish a plus.
- CPA a bonus.

## **COMPENSATION AND BENEFITS:**

In addition to a competitive salary of \$200,000, NALCAB offers a hybrid work environment and a generous benefits package. The organization pays a large portion of insurance premiums for health, dental, and vision insurance as well as life and accident insurance. Additionally, this organization offers a 401(k) with employer matching, a tuition reimbursement program, an employee assistant program (EAP) paid holidays, vacation and sick time off, and paid time off for volunteering, bereavement, and voting time. This is a mission and organization which will inspire you daily!

**NALCAB EEO Statement:**

NALCAB is committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and staff without regard to race, color, religion, sex, pregnancy, national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, military and veteran status, and any other characteristics protected by the applicable law. NALCAB believes that diversity and inclusion is critical to our success, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.

**APPLICATIONS AND NOMINATIONS:**

NALCAB has retained the services of Scion Executive, a national executive search firm specializing in corporate recruitment, to assist in conducting this important search. For immediate consideration please apply with your resume and cover letter, formatted in Microsoft Word, via: <https://scionexecutivesearch.com/job/10336>.

**Please address applications to:**

Elizabeth Crimmins, *Director of Executive Recruitment*

Kristi Marcouillier, *Senior Associate*

**Scion Executive Search**

Review of applications, nominations, and expressions of interest will begin immediately and continue on a confidential basis until an appointment is made.

**ABOUT OUR FIRM:**

[Scion Executive Search](#) is an award-winning retained executive search firm. Our track record and recruitment process have made us one of the top recruitment firms in the United States. Through innovative team building and recruitment solutions, Scion Executive Search seamlessly bridges the gap in interim and executive searches. Our track record and recruitment process have made us one of the top recruitment firms in the nation.

We are proud to be part of the Forbes lists of the Best Recruitment Firms and the Best Executive Search Firms in America. Additionally, Scion has been recognized as a ClearlyRated Best of Staffing firm as well as a top recruitment firm by The Business Times. Additional information about our firm and our practices can be found [online](#).

Scion Executive Search is an equal opportunity employer and service provider and does not discriminate based on race, religion, gender, gender identity, national origin, citizenship status, sexual orientation, disability, political affiliation, or any other protected class. We are committed to the principles of Equal Opportunity Employment and are dedicated to making employment decisions based on merit and value, for ourselves, our client companies, and the candidates we represent.

For opportunities located in a region that has enacted fair chance, arrest, or conviction-based employment ordinances, Scion Executive Search proactively follows the enacted guidance and considers for employment all qualified applications with arrest and conviction records. We engage in socially conscious business practices and believe that diverse, equitable, inclusive, and non-biased talent and recruitment processes are foundational to the success of Scion as well as every client organization with whom we partner.