

Position Announcement: Chief Financial Officer Food Bank of Central & Eastern North Carolina Located in: Raleigh, NC

Occasional Travel Across the 34 County Service Area

PLEASE NOTE: To receive full consideration for this position, please submit the requested information at <https://armstrongmcguire.applytojob.com/apply/Jmf8AuBGs3/Chief-Financial-Officer-Food-Bank-Of-Central-Eastern-North-Carolina>

The Opportunity

This is an incredible opportunity for an experienced, people-centered, and collaborative leader to join a trusted organization with a highly motivated staff, caring community, and experienced board. The Chief Financial Officer (CFO) position is an opportunity to join a mission focused team that helps families and individuals in need by solving hunger together with our community.

At the direction of the President & CEO, the Chief Financial Officer works alongside the senior management team and is responsible for the overall financial health of the organization, providing day-to-day oversight of accounting operations as well as offering strategic, financial guidance on the goals and activities of the organization. This position leads the Finance department and has overall responsibility for administering all quantifiable and qualitative financial and accounting policies, procedures, and related systems. The CFO oversees the Information Technology department and is responsible for ensuring the organization's infrastructure, applications, and security are aligned with the business strategy, and meet the expectations of our internal and external clients and stakeholders. The CFO serves on the Executive Management Team and serves as the staff lead with the Finance and Audit Committees of the Board of Directors.

The Ideal Candidate Profile

The ideal candidate will have a combination of these qualities, skills, and experiences. We welcome people of all backgrounds and people with lived experience.

- **A collaborative leader**

The ideal candidate will be consistently focused on the future and how to plan for potential changes. They can balance collaboration and efficiency, working with the capable team to get things done. The leader will have a high level of emotional intelligence with a demonstrated ability to quickly build relationships and credibility with others. The CFO will have an engaging, creative, and humble attitude that enables them to be an effective team leader that can fully leverage the strengths of the team towards the mission.

They will be skilled at listening to and learning from others with a deep belief in fostering a transparent, empowered, and productive organizational culture. The CFO will

recognize the importance of the commitment of staff and will foster an atmosphere of collaboration and partnership across the organization.

- **Strategic planning excellence**

The CFO will be highly strategic, setting priorities decisively but collaboratively, delegating responsibilities, and ensuring accountability. They will anticipate organizational changes by continuously learning with their team and being engaged with the community. The CFO will have experience and understanding of managing organizational teams and budgets. They will be familiar with management of multiple funding streams, including individual giving, government programs, contracts for service, and grant support.

They will consistently meet deadlines and understand the importance of operating transparent and efficient financial and accounting systems. They will have experience anticipating organizational needs and planning for systems that work together to meet the mission.

Knowledge of or experience with the charitable food system is preferred.

- **Technology and data management**

The CFO will have demonstrated experience with strategy and systems integration and a talent for building and improving processes that are efficient, reliable and give our team the information needed for strong decision-making. The ideal candidate will be a lifelong learner with a passion for designing solutions; someone who can look at our financial picture and processes and recommend strategies to meet organizational needs. This person will be a skilled problem-solver who understands needs and designs processes to get things done, providing critical information in easily accessible and timely ways.

Experience with Information Technology software, hardware, policies, and procedures is valued. They will also effectively use technology including Microsoft Office applications, online grant applications, and other software.

- **Effective communicator and trusted partner**

The CFO will have the ability to clearly communicate and collaborate with a wide range of people, including food bank Board members, staff, and external partners. They will possess strong listening skills and be forward thinking, using financial data and projections to help the organization make sound decisions. They will have a unique ability to translate financial information in ways that others can understand and leverage in creating their own solutions to organizational challenges. They will be successful in both receiving and giving direct communication and guidance aligned with the mission.

The CFO will embody the values and mission of the organization by embracing inclusivity and caring. They will develop relationships with Board, peers, and staff so all

can belong, contribute, and succeed. They must be an individual of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.

Why The Food Bank of Central & Eastern North Carolina?

The Food Bank of Central & Eastern North Carolina (the Food Bank) is a nonprofit organization that has provided food for our friends and neighbors facing hunger in 34 counties in central and eastern North Carolina for over 40 years. The Food Bank is an affiliate member of Feeding America, the nation's leading domestic hunger relief charity. In terms of total food distributed, the Food Bank ranks in the top 15 nationally among 200 Feeding America food banks and first in North Carolina. We touch the lives of more than 500,000 North Carolinians experiencing hunger each year, in partnership with 800 agencies across the service area.

The Food Bank of Central & Eastern North Carolina was recently voted #62 charity in Forbes magazine and Food Bank of the Year for the Feeding America Network of 200 food banks nationwide in 2020. The Food Bank was also awarded the 2024 Feeding America Network Collaboration Award for its efforts to bring diverse populations together to inform the work of alleviating hunger. In recognition of its impact, the Food Bank also received a transformational gift from philanthropist Mackenzie Scott.

The Food Bank of Central & Eastern North Carolina's mission is to nourish people, build solutions, and empower communities.

Want to know more? Visit The Food Bank of Central and Eastern North Carolina's website at <https://foodbankcenc.org/>

Equity Statement

The Food Bank of Central & Eastern North Carolina (the Food Bank) is committed to building solutions to end hunger for the diverse communities in our service area. We believe that food is a human right, and it is our job to ensure access to nutritious and culturally meaningful food that ensures communities thrive. For more information and our complete Equity Statement, please visit <https://foodbankcenc.org/about-us/equity-statement/>.

Key lived experiences, attributes, and skillsets sought in the Chief Financial Officer

Required experiences or skillsets

- CPA certification
- Bachelor's Degree or equivalent in Accounting, Finance, Business Administration, or relevant field
- A minimum of 12 years of progressively responsible experience in finance and accounting

- A minimum of five to ten years of experience with specific knowledge of financial reporting, planning and control systems, cash management and general accounting activities
- Information Technology skills and experience and/or ability to provide leadership supporting information technology team and infrastructure
- Demonstrated expert experience and knowledge in organizational planning and administration in finance
- Expert demonstrated knowledge of non-profit accounting and finance
- Excellent judgement, conceptual skills, and the ability to focus on issues of highest priority.
- Results oriented, energetic, and strong communication skills
- Ability to establish and maintain effective relationships with other management staff, employees, and the public
- Excellent ability to present facts and recommendations effectively in verbal and written form
- Belief in the mission of the organization

Preferred experiences or skillsets

- Master's degree in business administration or related field
- Experience with investment portfolio management
- Lived experiences that are relatable and connect with the inclusive Food Bank staff and community

Think you are the new Food Bank Chief Financial Officer?

To apply, click on the link to the Chief Financial Officer position profile at <https://armstrongmcguire.applytojob.com/apply/Jmf8AuBGs3/Chief-Financial-Officer-Food-Bank-Of-Central-Eastern-North-Carolina>. You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and **no applications will be accepted by email or directly from third-party posting sites.**

Review of candidates will begin immediately and continue until the position is filled.

Salary is commensurate with the requirements of the position and starts at \$170K+.

Benefits For You

We help YOU thrive. As a mission-based organization, we believe our team needs great support to help deliver on our work to Nourish People, Build Solutions, and Empower Communities. Our comprehensive benefits package includes:

- Medical, Dental and Vision Plans
- Health Spending Accounts + Employer Contributions
- Flexible Spending Accounts

- Paid Time off: including Holidays, Personal, Vacation, and Sick Time
- 403(b) with 5% Match after 90 days
- Paid Parental Leave
- Employee Assistance Program
- 100% Employer paid STD and LTD Insurance
- 100% Employer paid Group Life Insurance
- Voluntary benefits including Accident and Critical Illness
- Business Travel mileage reimbursement



Equal Employment Opportunity and Non-Discrimination: We are an equal opportunity employer. We do not regard race, color, religion, national origin, age, sex, pregnancy, marital status, disability, genetic information, veteran status, sexual orientation, or any protected class characteristic when seeking to hire. This practice, in addition to hiring, applies to our recruiting, training, transfers, promotions, job benefits, pay, dismissal practices, social and recreational activities, and any other term or condition of employment.

We care about our employees, our candidates, and our community.

