



NORTH CAROLINA  
AQUARIUM  
SOCIETY

*Chief Financial Officer*

Raleigh, NC

*(Selected candidate must reside within 60 miles of the office)*

# *Chief Financial Officer*

## *North Carolina Aquarium Society*

Raleigh, NC

### **About the North Carolina Aquarium Society**

The North Carolina Aquarium Society is the nonprofit organization dedicated to supporting the mission of the North Carolina Aquariums and Jennette's Pier: to inspire appreciation and conservation of aquatic environments. The Society generates private funds to advance the Aquariums and enhance the aquarium experience for all visitors. The private support raised by the Society ensures the Aquariums can implement their priorities – opening new exhibits, nurturing aquatic life, and facilitating educational programs and conservation research.

The North Carolina Aquariums connect people of all ages with the wonders of nature and aquatic wildlife. As part of the N.C. Department of Natural and Cultural Resources, the Aquariums are committed to inspiring appreciation, advancing education, and promoting the conservation of our aquatic environments.

Each year, these efforts support more than 1.3 million visitors, connecting people of all ages to the importance of aquatic science and environmental stewardship.

The Society leads a diverse portfolio of initiatives, including fundraising and donor relations, membership programs, grant acquisition, and retail operations, all with a shared focus on advancing the Aquariums' statewide impact. Guided by a volunteer Board of Directors and a commitment to fiscal responsibility, collaboration, and transparency, the organization operates as a mission-driven nonprofit with a strong culture of partnership and purpose.

For team members, the North Carolina Aquarium Society offers the opportunity to contribute to meaningful, visible work that supports education, conservation, and public engagement at a statewide level. Staff play a vital role in strengthening North Carolina's connection to its aquatic environments while helping ensure the long-term sustainability and growth of one of the state's most treasured public institutions.

Learn more about the North Carolina Aquarium Society at <https://ncasociety.org/>.

### **The Opportunity**

The North Carolina Aquarium Society is seeking a high-level, strategic financial thinker with a spirit of collaboration to serve as their next Chief Financial Officer (CFO). Reporting to the President and CEO, the ideal CFO will be an experienced leader with a passion for NCAS' mission and a strong track record of managing the financial aspects of a complex organization.

The CFO is responsible for working strategically with senior leadership, managing a team of high-performing professionals and overseeing a \$7 million operating budget as well as a complex, public/private financial relationship with the State of North Carolina. Responsibilities include reporting, analysis, forecasting, and compliance. This leader also oversees human resources, information technology, operations, treasury management, purchasing, and risk management. This is a special opportunity for a CFO to apply extensive, strategic financial

experience to ensure the current and future financial health and growth of a deeply impactful organization having a significant impact on the State of North Carolina.

## Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

### Strategic Financial Acumen

The CFO will have significant experience leading financial functions in a nonprofit environment. This leader will bring the ability to serve as a strategic thought partner to the CEO and Board of Directors while also possessing the tactical ability to “deep dive” into the details with strong quantitative and analytical skills. The CFO must have proven experience in budgeting, strategic forecasting and planning, and in overseeing financial, accounting, compliance, and risk management of a complex organization. They will have demonstrated experience managing diverse lines of revenue and a deep understanding of nonprofit finance.

### A Skilled Communicator

A highly articulate and deft communicator, the CFO will bring the ability to simply and accurately convey the organization’s intricate financials to all relevant stakeholders including the CEO, Board of Directors, State of North Carolina, and donors, among others. This leader will clearly, and in a timely manner, communicate NCAS’ successes and opportunities in written and verbal formats and in both formal and informal situations. They will be skilled at translating financial concepts into accessible language and presenting transparently in order to build trust with all constituents.

### Collaborative Organizational Leader

The CFO will have strong executive presence, engender confidence, and lead with intentionality. This leader will be skilled at quickly establishing rapport and cultivating relationships across all levels of the organization. They will exhibit strong management skills including the ability to influence and engage direct and indirect reports, foster trust and collaboration among team members, empower managers and leaders, develop systems of accountability, and possess the ability to manage change with flexibility and poise. The CFO will have a history of partnering successfully with senior leaders, building bridges across departments, modeling a culture of mutual respect, and encouraging a diversity of opinions, values, and perspectives.

### A Passion for the Mission

The CFO will have a passion for NCAS’ mission to inspire appreciation and conservation of aquatic environments. They will be energized by the opportunity to steward resources to expand impact and will use that lens to lead their team and make decisions. A values-driven leader, the CFO will thrive in NCAS’s team-oriented culture.

**Duties and responsibilities include, but are not limited to:**

Serve as a strategic partner to the CEO, members of the senior leadership team and the Board of Directors on the financial performance, planning, and opportunities of the overall organization.

- Develop, implement, and monitor financial strategies, plans and forecasting models in conjunction with leadership and the Board.
- Guide financial decisions by establishing, monitoring, and enforcing policies and procedures, ensuring compliance with appropriate Generally Acceptable Accounting Principles standards and regulatory requirements.
- Lead the organization's annual budget process.
- Manage all financial aspects of the ongoing relationship with the State of North Carolina.
- Lead and inspire staff working in the Finance, HR and IT departments.
- Ensure compliance with all financial reporting and regulatory requirements.
- Protect assets by establishing, monitoring, and enforcing internal controls and financial management policies and procedures.
- Communicate clearly and regularly with the Board Finance and Audit, Investment, and Executive Committees, and present to the full Board at meetings and events.
- Bachelor's or advanced degree from four-year college or university in business, accounting or finance; or six to eight years related experience and/or training; or equivalent combination of education and experience.
- CPA and/or CMA license preferred. Non-profit experience a plus.

## Compensation and Benefits

Salary is competitive and commensurate with experience. The hiring range for this role is \$130,000 - \$150,000 with a generous benefits package. The exact salary that will be offered to the CFO will be determined based on a consideration of the successful candidate's skills, experience, and aligned with North Carolina Aquarium Society's compensation policies.

## Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Erin Reedy and Shannon O'Neill. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

The North Carolina Aquarium Society is an Equal Opportunity Employer. This position is open to all qualified applicants without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, marital status, or status as a covered veteran.

*This position is based in Raleigh, NC and the selected candidate must live within 60 miles of the office.*

## About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits &

NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of “America’s Best Executive Recruiting Firms” and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).