

POSITION PROFILE

Chief Financial Officer (CFO)
UNITED WAY OF CENTRAL IOWA
Des Moines, IA



About United Way of Central Iowa

Since 1917, United Way of Central Iowa (UWCI) has served as a trusted convener of philanthropic efforts in the Greater Des Moines region, bringing together individuals and organizations from every corner of central Iowa to create and implement initiatives that address the community's most pressing needs.

Today, UWCI has grown beyond being an organization that simply provides funds to other nonprofits. It has evolved into a "Collective Impact" organization, earning a four-out-of-four-star rating each year since 2004 from Charity Navigator, the nation's largest independent evaluator of charities and nonprofit organizations. In addition, this year United Way of Central Iowa was recognized by Business Record as one of the Top 25 Most Influential Nonprofits in the Greater Des Moines region.

UWCI has 61 employees with an annual budget of \$22 million, and is dedicated to authentically engaging nonprofits, businesses, elected officials, community leaders and those with lived experiences to collaborate and implement long-lasting solutions. In 2023, UWCI welcomed two key executives to its leadership team, the Chief Equity and Talent Officer and Chief Advancement Officer. The entire UWCI team and Board share responsibility in fulfilling its mission and are specifically committed to thinking and acting in a way that is accountable to the advancement of equity in central Iowa for many years to come.



United Way of Central Iowa: Fostering an Equitable, Engaged, Empowered Community

While progress has been made in recent decades to advance the mission and the work of UWCI, there are existing barriers for every person in central Iowa to have the opportunity to thrive. For the last three years, United Way of Central Iowa's work has been guided by its strategic imperative [UNITED to THRIVE](#). UWCI has been exclusively driven by a shared vision of building all of its work and engagement with equity at the center.

Focus on Equity

UNITED to THRIVE emphasizes equity as a key component to inform intentional strategic and resource investment decisions. Investment decisions are made based on the advice and direction of volunteer advisors and community experts in the **5 Elements of a Thriving Community: Essential Needs, Early Childhood Success, Education Success, Economic Opportunity, and Health & Well-Being**. For each of the five elements, UWCI has identified a dashboard of metrics and measures, which are used to set goals, measure impact, and track progress over time.

Through initiatives that extend UNITED to THRIVE's reach into specific communities, United Way is showing up - to **collaborate**, **dialogue** and **build trust**. UNITED to THRIVE also serves as a framework for targeted impact and a call to action to donors, volunteers, and advocates to unite to create a thriving community for everyone.

Some of the ways UWCI plans to integrate equity into its work includes incorporating Equity Principles into the grantmaking process and diversifying its vendor and community partnerships. In addition, UWCI plans to collect, analyze and share data and stories about inequities in order to implement equitable solutions.



LEARN MORE:

www.unitedwaydm.org

The Opportunity

UWCI is a force for change and has embraced innovative approaches to improve community outcomes and increase impact. The organization requires a new style of CFO who is dynamic and aligns work and actions. The next Chief Financial Officer will be committed to UWCI's work and bring an appreciation for digital engagement and organizational growth for greatest impact.

The Chief Financial Officer (CFO) will be the organization's chief finance executive with frequent Board engagement. In addition, they will guide the organization's data and technology, donor services and project management for enterprise-wide projects as UWCI runs close to 90 fundraising campaigns for companies, and processes all of the pledges made.

As part of UWCI's senior leadership team, the CFO will participate in shaping the strategic direction of the organization, leveraging best practices, managing cross-functional organizational growth, and driving results that enhance cohesion across the organization. Moreover, they will actively play a key role in managing the complexities of a key funding organization in the community.

The CFO will also be responsible for preparing the budget, interpreting and effectively communicating financial information and analysis. Building upon a solid financial foundation and positive momentum, the CFO will lead, and partner in evaluating financial health of funded partners, evaluating fundraising campaigns administered by UWCI, all with the goal of making greater impact in the community.



Key responsibilities include, but are not limited to:

- Lead and support United Way's mission by guiding the tactical and strategic management of the finance function and other internal business operations to align with the execution of external organizational strategies in the five elements of a thriving community: Education Success, Early Childhood Success, Economic Opportunity, Health and Well-being and Essential Needs;
- Guide UWCI's development of the annual budget and multi-year planning, assuring the development of individual and departmental plans and budgets are consistent with the strategic imperative and overall budget;
- Enhance and ensure sound business, risk management and financial systems policies, procedures and internal controls; ensure the accuracy of accounting and finance processes in compliance with Generally Accepted Accounting Principles (GAAP) and nonprofit best practices;
- Develop accountability systems necessary to ensure that all organizational objectives are achieved;
- Prepare financial information and recommendations utilizing forward-looking predictive models, data and activity based financial analysis;
- Engage with the community and funded partners when support, knowledge and expertise is needed; often times other nonprofits seek the expertise of UWCI in times of financial challenge or needed growth or other types of needs. UWCI has roughly 125 funded partners and funds more than 200 programs within those funded partners;
- Oversee, implement and maintain organizational governance measures and adherence to United Way Worldwide membership standards.

The ideal candidate will be a strong leader who brings people together and makes connections between the different aspects of UWCI's work. It will be a person who understands the need to both lead and defer. They will also be a detailed-oriented leader who is able to effectively manage, engage and empower a team of four direct reports and an overall team of nine staff members to achieve results and drive business continuity. The CFO must be a continuous learner who has a consultative approach to problem solving. The CFO will have a strong work ethic, and a commitment to implementing integrated solutions that ensure the overall financial health of UWCI.

Candidate Profile

While it is understood that no single candidate will offer every desired attribute and competency, the following is a representative list of the ideal professional and personal qualities, skills, and characteristics along with primary tasks and responsibilities.

A Commitment to Equity and Mission of UWCI

The CFO will bring a dynamic community mindset with an unquestionable passion for the purpose and mission of UWCI. They will have an appreciation for working in partnership and service with the broad community with an emphasis to diverse populations, treating others with respect regardless of race, ethnicity, age, education, socio-economic status and physical and mental abilities. The CFO will have an ability to think long-term to develop an image of how United Way and the community should work together, creating a vision that energizes others to commit and invest. This leader will also have genuine empathy for others with a focus on deeply understanding the diverse community that UWCI serves in the central Iowa region.

A Business-Oriented Partner with Expertise in Finance and Accounting

The CFO must bring an appreciation for complex business challenges and an excitement to be part of a team that is focused on identifying creative and efficient solutions. They will have a keen sense of opportunities for financial growth and proactively take steps to mitigate organizational risk. The CFO will bring financial rigor and in-depth knowledge of financial systems, accounting and process improvement strategies. Ultimately, they will have the ability to conceptualize and analyze both problems and solutions, providing financial modeling and grants management techniques to leadership that will help the entire organization achieve its mission and improve performance. A tactical executor, the CFO will have a strong data orientation and a proven ability to use metrics to drive decisions and achieve strategic objectives.

An Enterprise-wide Collaborative Leader

As a strategic partner, the CFO conceptualizes and analyzes problems and solutions in a constructive, collaborative manner geared toward helping the entire organization. The successful candidate will demonstrate the ability to maintain several projects of equal priority across the organization at once and sustain productivity and accuracy under pressure. Furthermore, the CFO will ensure that team members are actively involved and invested in activities and decisions that promote team work to achieve financial goals and targets. The successful candidate will exhibit objectivity and openness to others' views; give and welcome feedback; contribute to building a positive team spirit; and put success of UWCI above their own interests. The CFO must have a collaborative and team-oriented management style.

A Strong Relationship Builder and Communicator

The CFO will establish rapport across UWCI and cultivate relationships across all levels of the organization while maintaining high ethical standards. They must be a team builder with the ability to set priorities decisively, delegate responsibilities, assure accountability and allocate resources. In alignment with UWCI's culture, the CFO will be humble, empathetic, inspiring, and dependable with a high degree of emotional intelligence. This leader will also keep abreast of current economic, political, legislative, technical or general business trends in the central Iowa community that may affect UWCI and key relationships. The CFO will embrace a proactive, positive, open, and effective communication style.



The description given is intended only to provide information about the general nature of the job and is not an all-inclusive list of the job duties, skills or abilities which may change from time-to-time.

We welcome interest from all sectors, both for profit and nonprofit. CPA or bachelor's degree in accounting required; MBA preferred.

United Way of Central Iowa is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ leaders. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential job functions. The United Way of Central Iowa reserves the right to review each requested accommodation and determine if such poses an undue hardship.

Location, Compensation & Benefits

This is a full-time, hybrid work environment. The successful candidate must be based in central Iowa.

The annual salary for this role will be based on a range, starting at **\$150,000 - \$175,000** and will be commensurate with the successful candidate's skills and experience. UWCI also offers a generous benefits package and a hybrid work schedule of three days in the office and two remote workdays per week after 90 days of service. As a senior leader of the organization, the flexibility to adapt schedules to meet business needs is necessary.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. [Tiara Muse](#) is leading this search. To express interest in this role email tmuse@koyapartners.com or submit your materials by filling out our Talent Profile [here](#).

All inquiries and recommendations will be considered strictly confidential.

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About Koya Partners | Diversified Search Group

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, 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. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group 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.

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