



**THE 360 GROUP**  
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# Foundation for California Community Colleges

## Chief Financial Strategy Officer

Position Description & Candidate Profile

# Chief Financial Strategy Officer

## Location

California (remote, within the state)

## Reports To

President and CEO

## Our Client

The Foundation for California Community Colleges (“FoundationCCC”) is the official nonprofit supporting the Board of Governors, the Chancellor’s Office, and, ultimately, the California Community College (CCC) system – the largest system of higher education in the nation. FoundationCCC believes in the unique power of community colleges, and the people and communities they reach and serve, to be the building blocks of a better future, capable of achieving the possibilities of a more just, equitable, and thriving world. FoundationCCC sees its role as a connector, accelerator, problem-solver, and trusted partner, serving as a hub for innovation and as an intermediary for transformative change at scale.

FoundationCCC’s initiatives, projects, programs, and services pilot new approaches and bring to scale sustainable and impactful methods for supporting students, community colleges, and the communities they serve. With recent rapid growth, FoundationCCC’s staff includes more than 500 full-time employees with expertise in student success, workforce development, equity, and community impact, as well as communications, technology development, resource development, endowment management, scholarships and grantmaking, fiscal sponsorship, and collaborative purchasing – all working together with the community colleges to support forward-thinking innovations in education.

FoundationCCC has delivered hundreds of millions in grants, support, and cost savings to colleges, and 85 cents of every dollar that comes into FoundationCCC directly supports programs and services that benefit the colleges and their students. In the last year alone, FoundationCCC has:

- Served nearly 650,000 community college students with technology support to ensure ongoing learning during the pandemic;
- Developed \$135 million in new resources through public partnerships and other funders, including private philanthropy and corporations

- Delivered \$78 million through direct programs and support for California's community colleges
- Spearheaded an Innovation Fund to support strategic investments in education

FoundationCCC is on a mission to double its impact by 2028. Guided by its *Double Impact Strategic Plan* and in alignment with the community college system's ambitious *Vision for Success*, FoundationCCC's projects and services aim to be at the forefront of innovation and excellence in higher education across five areas of impact: student success, workforce development, equity, community impact, and system support. The organization is focused on advancing economic and social equity, developing a broad network of strong partnerships, implementing and scaling its work with excellence, serving as an innovation hub in the education ecosystem, and being a model for nonprofit sustainability, empowering the organization to maintain its focus on mission and to take on large scale work with lasting impact.

FoundationCCC is proud of the pivotal role it plays in forging new partnerships and accelerating bold approaches to advance the California Community Colleges and the communities they serve.

Learn more about the Foundation for California Community Colleges:

FoundationCCC website: <https://foundationccc.org>

Double Impact Strategic Plan:

<https://foundationccc.org/Portals/0/Documents/AboutUs/foundationccc-double-impact-plan-web.pdf>

2021 Innovation and Impact Report: <https://impactreport.foundationccc.org>

## Position Responsibilities

Reporting to the President and CEO, the Chief Financial Strategy Officer (CFSO) is a senior executive-level business partner who delivers transformative leadership, drives financial performance, creates sustainable value, and leads with a bias for impact, action, and growth. The Chief Financial Strategy Officer provides executive level strategic leadership over accounting, finance, investment, and payment processing service operations, and is responsible for providing strategic financial guidance by working with the executive management team to establish both immediate-term and long-range goals, strategies, plans, and policies.

This position provides strategic oversight over the financial activities of FoundationCCC and programs/projects for which FoundationCCC provides back-office fiscal services, including financial reporting and long-range business

planning, forecasting, budgeting, and compliance with Generally Accepted Accounting Principles (GAAP). The Chief Financial Strategy Officer plays a key role in business development activities and organizational strategic planning processes, including annual plan development and reporting, and possesses exceptional analytical, planning, and communication skills. This position serves on FoundationCCC's Executive Management Team and acts as a key executive liaison to the California Community Colleges Chancellor's Office (CCCCO) and other external partners. This position requires tact, judgement, professionalism, humility, self-awareness and diplomacy as well as the ability to balance the financial needs of the organization, its strategic and impact goals, the needs of employees, and legal considerations, in a fast-paced, rapid growth environment.

More specifically, the Chief Financial Strategy Officer will be responsible for:

#### *Financial Strategy and Leadership*

- As a member of FoundationCCC's Executive Team, working collaboratively with all departments of the organization and playing a key role in the development and execution of annual and long-term organizational business development, growth strategies, and strategic planning processes, including scenario planning, forecasting, annual planning, budget development, and financial reporting
- Monitoring the financial condition and discipline of FoundationCCC, providing strategic financial guidance to the Executive Management Team and the Board of Directors
- Collaborating with executive leadership to align risk management strategies with business development and growth goals
- Serving as an exceptionally articulate and concise analyzer, storyteller, and explainer of complicated financial and non-financial data including trends, short and long-range forecasts, financial reports, processes, and techniques

#### *Business Development and Strategic Growth*

- Providing leadership on, and assistance with, the preparation of budgets for new business and philanthropic giving opportunities including grant and contract proposals, donor gift agreements, and related documents ensuring financial prudence and long-range sustainability
- Enhancing financial outcomes of existing and new programs, ensuring that they align with the financial goals and objectives while also achieving expected impact outcomes
- Promoting FoundationCCC's investment and endowment management services to major donors, local community college foundations, and other strategic partner organizations

### *Financial and Operations Leadership*

- Providing strategic leadership, mentorship, and integrated team building for the accounting and finance leadership team who lead financial, accounting, technology and operations functions
- Guiding an inclusive annual budgeting process that translates growth strategies into actionable and quantitative plans that display financial prudence and produce impactful outcomes
- Preparing and reporting FoundationCCC's overall and departmental budgets and dashboard impact reports, regularly monitoring ongoing reporting
- Monitoring the technology infrastructure that supports the finance and operations functions
- Overseeing FoundationCCC's internal control structure, accounting and financial reporting processes, and overall financial performance
- Working with the Investment Advisory Committee and external investment advisor to monitor investments; maintaining FoundationCCC's Investment Policy Statement; presenting investment performance information to leadership on a quarterly basis
- Providing strategic oversight over investment fund distributions and related grant compliance for FoundationCCC's various endowment and advancement funds

### *Commitment to a Culture of Shared Leadership*

- Cultivating and upholding a culture of shared leadership and organizational core values
- Acting as a role model and mentor to leadership and staff
- Providing tools and resources, and conducting training sessions and workshops related to accounting, finance, budgeting, and strategic planning matters, to assist program leadership in achieving program and organizational goals
- Maintaining professional and technical knowledge by through professional development and membership in relevant professional associations
- Systematically cultivating long term, collaborative, strategic relationships with key organizations and individuals, including the Chancellor's Office, the Board of Governors, the Board of Directors, community college representatives, state and federal agencies, key vendors, key customers, and the like

### *Team Leadership and Management*

- Training, development, work assignments, and performance evaluations of a large finance and operations team

- Providing overall direction and feedback to leadership as part of the executive team on an organizational level

### **Profile of the Successful Candidate**

FoundationCCC seeks an individual who has leadership experience building the financial function within a large company or organization. The successful candidate will possess business acumen, be results-oriented, and have demonstrated analytical and forecasting skills combined with good judgment. This person will be able to establish strong working relationships with colleagues, peers, subordinates, and staff outside a hierarchical structure. Key competencies include the ability to identify needed information, be forward thinking, flexible and growth-oriented, and be committed to FoundationCCC's mission and values. A collaborative working style and the ability to achieve goals using influence and negotiation skills will also be important.

More specifically, FoundationCCC seeks a professional who has:

- Minimum of twelve (12) or more years of relevant work experience with demonstrated success
- Strong knowledge of financial management and investment principles, techniques, and practices
- Experience with strategic planning principles and best practices
- Familiarity with the California Nonprofit Integrity Act, as well state and federal contract practices
- Knowledge of private grant and philanthropic fundraising processes and procedures
- Fluency in nonprofit fund accounting, in compliance with GAAP and other relevant regulations and mandates, which would include the ability to work effectively with outside auditors
- Exceptional verbal and written communication skills, including being approachable and proactive in addressing the needs of others
- Proven ability to manage by influence and ability to build and maintain credibility
- Effective organizational skills, to include supervision, development, workflow management and structure
- Strong ability to define problems, collect data, establish facts, draw valid conclusions, and present findings and recommendations in a concise and compelling manner
- Passion for FoundationCCC's mission

- Ability to make decisions in a dynamic environment, with an appreciation for how future needs may affect those decisions
- Willingness to iterate a strategy and approach, with the ability to recognize the need to course-correct as necessary
- Relevant BA/BS, equivalent work experience, or a combination of both

## Start Timeframe

We seek to have someone in place in Fall 2022.

## Compensation

This position offers a competitive salary and includes a comprehensive benefits package, including participation in the California Public Employees' Retirement System (CalPERS). *We actively welcome all candidates from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.*

## To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Vincent Robinson, Managing Partner or Monica Rodgers, Senior Consultant. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested candidates to submit their applications promptly, via the confidential applicant portal linked above.

*At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.*

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