



Search for the Chief Financial Officer Tides

Tides, a nonprofit and philanthropic organization dedicated to advancing social justice, seeks a future-focused, passionate, and collaborative leader to serve as the next Chief Financial Officer (CFO).

Centering equity and social justice at its core, Tides works in deep partnership with movement leaders, nonprofits, foundations, corporations, and donors to shift power to communities of color and other historically excluded groups who face systemic barriers to accessing it. Tides supports the agency and leadership of these communities through the approach and focus of their services and solutions, including fiscal sponsorship, capacity building, grantmaking (through donor advised, collective action, and other purpose-driven funds), program development consulting, and impact investing. Guided by a 2023-2025 strategic plan, Tides seeks to become the premier convener of doers and donors seeking justice and equity by shifting power, building capacity, and increasing the flow of resources to proximate leaders and communities to achieve their missions.

The next CFO of Tides will serve as a strategic thought leader, problem-solver, planner, and facilitator for the organization to support the vision, mission, and priorities of Tides. Reporting to the Chief Executive Officer and partnering closely with the Tides executive leadership team, the CFO will successfully lead the organization through its next chapter of sustainable and continued growth. They will act as a change agent to transform the finance function and work cross-functionally to help build a culture that promotes operational excellence and fosters justice, equity, diversity, and inclusion in the workplace and beyond.

Joining Tides at this moment represents a timely, meaningful opportunity to help shape the next chapter of an organization that has been at the forefront of social change for nearly half a century – and is continuing to evolve to focus and materially deepen its impact.

About Tides and Current Context

Tides is a family of nonprofit and philanthropic organizations that provide integrated services to partners advancing social change—through philanthropic advising for [corporations](#), [foundations](#), and [individual donors](#); [impact investing](#); strategic consulting; [fiscal sponsorship](#); and [collaborative initiatives](#).

Guided by the belief that a just and equitable future can exist only when communities who have been historically denied power have the social, political, and economic power they need to create it, Tides works in deep partnership with doers and donors to center the leadership of changemakers from these communities, connecting them to services, capacity building, and resources to amplify their impact. As the organization looks ahead, the 2023-2025 strategic plan will position Tides as the primary convener of

doers and donors and support them in their ability to achieve their mission in alignment with the Tides Theory of Change, ensuring that communities who have been historically denied power reshape the social sector to achieve justice and equity.

Tides is comprised of five separate legal entities:

- *Tides Center* is the home for Tides' fiscally sponsored projects, providing wraparound services to more than 140 programs and more than 800 staff operating across the country.
- *Tides Foundation* is Tides' primary grantmaking organization. It manages over 400 donor advised, collective action and other purpose-driven funds. Tides Foundation does not have an endowment; the vast majority of grants are made based on the recommendation of donor partners.
- *Tides Network* is Tides' "parent" organization, employing the 200+ staff who provide core services to the other Tides entities and their partners.
- *Tides Two Rivers Fund* and *Tides, Inc.* operate the Tides Converge centers in San Francisco and New York, providing office, event and conference space to Tides Network staff and aligned nonprofits.

Tides works across borders and issues and seeks to leverage the scale of its work to amplify the impact of each of its partners. In 2023, Tides Network had an operating budget of over \$48 million, and Tides managed more than \$890 million in total assets, fiscally sponsored more than 166 projects, distributed more than \$761 million in grants, and was home to more than 1100 employees (237 at Tides Network and 929 at Tides Center).

For more information visit: <https://www.tides.org/>

Role of the Chief Financial Officer

The CFO reports to the CEO and leads a staff of over 65, including a senior team of approximately six direct reports. As an integral member of the Tides executive leadership team and working in close partnership with the CEO, the CFO will provide strategic, financial, and operational leadership and contribute to a culture of transparency, collaboration, and dynamic leadership in the organization. The CFO will also play a significant role with the Board of Directors and serves as the main liaison to both the Audit and Risk Committee and the Finance Committee. The CFO will lead, mentor, and develop high-performing individuals and teams, and ensure they have the skills, capacity, information, systems, and support to meet the strategic, complex problem solving, and financial operating needs of partners.

The CFO's portfolio includes:

- Financial Management – budgeting, analysis, forecasting, and reporting for all Tides' entities
- Fiscal Sponsorship and Funds Support – financial operations, problem-solving, and transactional support to internal teams, external partners, and funds
- Financial Operations – accounts payable, accounts receivable, treasury, general ledger accounting, payroll, procurement, and statutory filings for our five entities
- Impact Investments – impact investment priorities, policies, and strategies
- Real Estate – management of properties in San Francisco and New York

Key Opportunities and Challenges for the Chief Financial Officer

Strategic Leadership

- Serve as a strategic advisor and thought partner to the CEO and executive leadership team to advance Tides' vision, mission, approach, and strategic plan, and create a sustainable business model.
- Work collaboratively with fellow executive leadership team members and other senior leaders to add strategic and financial rigor to processes and practices across the organization, fostering a heightened sense of stewardship.
- Develop and implement a strategy for the finance, impact investing and real estate functions, including structure, skills, resources, and technology systems, and ensure Tides is well positioned for long-term success and sustainability.
- Work collaboratively across the organization and in support of business partners to improve operations, support decision-making, ensure financial integrity, and implement best practices and innovations in financial management.
- Provide financial leadership and execute on a strategic business direction that aligns financial, investment, and real estate strategies to achieve organizational return on investment objectives and a sustainable financial model for Tides.
- Report to the Board on the financial health of the organization and partner with the Board to set strategic goals, approve budgets, and manage other strategic matters.
- Contribute to, evaluate and advise on the impact of long-range planning, introduction of new programs/strategies, and regulatory action.
- Regularly monitor laws and regulations within the industry domestically and internationally, and strategically advise on adjustments to ensure Tides is responsive to future growth areas and marketing needs.
- Represent Tides at conferences and strategic events, build on relationships, and develop future work for Tides.

Partner Impact Leadership

- Ensure partner satisfaction for delivery of financial information to Tides broad partner base, including Tides Center and Tides Foundation.
- Lead the development and growth of impact investment strategies that align the assets of Tides and its partners to a goal of shifting power to proximate organizations.
- Collaborate with partner-facing services in the development, execution, impact measurement, and necessary course correction of financial services and other solutions provided to partners.
- Establish strong relationships with partners and develop an understanding of needs to steward changes (pricing, processing, etc.), furthering Tides overall strategy and growth.

Operational Leadership

- Strengthen and ensure efficiencies of the organizational structure, systems, and business practices required to support growth, strategic initiatives, and the changing and disparate needs of partners.
- Ensure operational infrastructure and financial foundation to advance Tides' mission by strategically enhancing financial performance, systems availability, and business opportunities.
- Lead change management strategies for budgeting, forecasting, financial analysis and reporting, processes, and infrastructure to support a more nimble organization.

Management

- Manage the organization's financial, budgetary, accounting, and investment operations, as well as its relationship with financial institutions, major funders and clients, vendors, investment managers, and other partners.
- Ensure teams have the skills, capacity, information, systems, and support to meet the strategic, complex problem solving, and financial operating needs of internal and external partners.
- Assess and evaluate the financial performance of the organization and provide insight and recommendations for short and long-term sustainability and growth.
- Play a key role in risk management, including monitoring and mitigating enterprise risk in partnership with the Audit and Risk Committee, IT leadership, Legal, Regulatory, and Compliance.
- Manage financial and risk operations and monitor control systems designed to preserve company assets and report accurate financial results in compliance with GAAP and applicable federal, state, and local regulatory laws.
- Further develop financial and operational metrics tied to the organization's strategy and financials, and track performance against goals.
- Maintain opportunities for staff development and promote a learning environment; actively promote JEDI as a core value.
- Serve as an exceptional role model as a leader and manager, investing deeply in supporting and developing direct reports and team members.

Qualifications and Characteristics

The successful candidate must demonstrate, through ideas, words, and actions, a strong commitment to the Tides set of goals: moving toward justice and equity in everything; creating partnerships for transformative change; centering community power and agency; and building trust through accountability and service.

This position requires a leader with vision, breadth, drive, and an entrepreneurial spirit. A compelling combination of organizational leadership and management skills, and the interpersonal ability to lead and inspire confidence across different stakeholders is needed. The ideal candidate will possess many of the following qualifications and characteristics:

- Bachelor's degree in Accounting or Finance, as well as MBA or equivalent advanced degree
- Deep commitment to Tides' mission and strategic direction
- 20+ years of directly-related, progressive finance/accounting experience; prior CFO experience preferred
- Significant experience as a trusted member of an organization's executive leadership team
- Experience with not-for-profit, fiscal sponsor, donor advised fund program, 501(c4) advocacy, and/or other complex organization with multiple entities is strong preferred
- Track record of transforming a finance function to include technology and systems that drive automation and efficiencies, as well as a culture of data and learning that empower internal and external partners to make informed decisions
- Familiarity with leading-edge technologies (NetSuite ERP or other similar financial ERP software) and market practices for shared services and financial services operations
- Experience managing large finance teams within a high-volume financial transactions environment and a track record managing financial strategies for separate business entities

- Expertise in financial planning and analysis, budget management and cost allocation methodologies
- Strong communication and problem/conflict resolution skills; high emotional intelligence with the ability to build and maintain positive relationships internally and externally
- Strategic thinker and systems builder with demonstrated success leading change management initiatives
- Demonstrated commitment to embracing and advancing justice, equity, diversity, and inclusion in the workplace
- Excellent leader of people with the ability to attract, recruit and develop top talent for a remote-first organization that recently entered a collective bargaining agreement
- Dynamic leadership style with the ability to inspire and motivate a large, diverse team to further advance and contribute to the Tides mission
- Ability to learn quickly; able to flex and/or pivot when needed and operate effectively in a fast-paced, multifaceted environment
- A high degree of integrity and forethought in making decisions; able to act in a transparent and consistent manner, while always considering what is best for Tides

Location and Compensation

Tides is headquartered in San Francisco, CA, with a hybrid work model that supports remote work from anywhere in the United States. The CFO must have the ability to travel to San Francisco, CA and New York, NY as required.

Tides is committed to providing a competitive compensation package. Tides values pay equity and takes into account factors including location, skills, and relevant experience. Starting salary for this role will fall into one of three ranges, depending on your location:

- National market (most U.S. states): \$302,200-\$377,800
- Moderate market (Boston, Chicago, Los Angeles, and D.C. metro areas): \$329,800-\$412,200
- High market (San Francisco, New York City): \$362,700-\$453,400

Please note the above geographic areas are examples and not a complete list. Tides will confirm each candidate's placement within this structure.

Tides offers a generous benefits package including: comprehensive medical, dental and vision insurance, paid time off, life and disability insurances, retirement plan, educational assistance, confidential counseling and life balance resources designed to support the passion, commitment, and energy that is vital to Tides team members.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Applicants should submit a resume and cover letter. For best consideration, please apply by August 30, 2024. Inquiries, nominations, and applications should be submitted via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/tides/chief-financial-officer>

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Tides is an equal opportunity employer. We strongly encourage applications from women, people of color, and bilingual individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions. Pursuant to the San Francisco Fair Chance Ordinance, we encourage and will consider for employment qualified applicants with arrest and conviction records.

Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you seek an accommodation, please advise the search team in writing at the time you apply.