



Director of Finance
MIT Lincoln Laboratory
Lexington, Massachusetts

THE SEARCH

MIT Lincoln Laboratory (LL) seeks a strategic, enterprise-level finance executive to serve as Director of Finance. The Laboratory is a Federally Funded Research and Development Center (FFRDC) operated by MIT and focused on national security research and advanced technology development. With approximately 3,600 employees and 600 subcontractors, LL operates in a complex, highly regulated federal environment.

The Director of Finance is the Laboratory's senior finance leader, responsible for enterprise financial strategy, stewardship, modernization, and compliance. This individual reports to the Assistant Director for Operations, with additional accountability to the MIT Vice President of Finance, and serves as a key advisor to Laboratory leadership.

This is a transformation-oriented leadership role requiring both strategic architecture and operational depth within a DoD-regulated environment.

Please direct all inquiries, nominations, and applications to Isaacson, Miller as indicated at the end of this document. **Selected candidate will be subject to a pre-employment background investigation and must be able to obtain and maintain a Top-Secret level DoD security clearance.**

ABOUT MIT LINCOLN LABORATORY

MIT's mission to advance knowledge in science and technology includes a longstanding dedication to national security, exemplified by the creation of MIT Lincoln Laboratory. Originating from the WWII-era Radiation Laboratory, MIT Lincoln Laboratory was founded in 1951 to develop the nation's first air defense system, SAGE, which introduced groundbreaking technologies and a systems engineering approach still central to its work today. Over the decades, the Laboratory has continued to evolve, addressing emerging threats and contributing critical innovations in support of U.S. defense.

The Laboratory's success in developing field-ready systems is supported by world-class facilities, such as a premier semiconductor research and fabrication lab, a flight facility with custom aircraft for airborne system testing, and New England's most powerful supercomputing center. These resources enable Lincoln Laboratory to rapidly prototype and evaluate complex technologies in realistic environments.

At the heart of this innovation is a highly skilled and creative workforce that collaborates across disciplines to address diverse challenges—from missile defense and space surveillance to secure communications and biomedical devices. The organizational structure is designed to foster open communication and idea exchange, with only three primary management levels: the Director's Office, division heads, and group leaders. Oversight and strategic guidance are provided by MIT leadership, a Joint Advisory Committee representing all military branches, and an external Advisory Board composed of leaders from government, industry, and academia.

Since its founding in 1951, Lincoln Laboratory has maintained a strong connection to MIT and a consistent mission: applying technology to protect the nation. From pioneering computer applications during the development of the first U.S. air defense system to tackling today's evolving security threats, the Laboratory continues to push the boundaries of innovation. Its legacy is one of technological excellence, national service, and a commitment to solving the most pressing challenges in defense and humanitarian efforts.

ABOUT THE FINANCE SERVICES DEPARTMENT

The Financial Services Department (FSD) supports MIT Lincoln Laboratory's world-class research with finance, travel, and property services that inform institutional decision making at the speed of relevance. The research mission is at the heart of the Finance Services Department's customer focus, and they are accountable to that focus. The FSD is centered around listening, engaging, and partnering to foster superior outcomes.

ROLE OF THE DIRECTOR OF FINANCE

The Director of Finance is the Laboratory's senior finance leader, overseeing enterprise financial strategy, stewardship, modernization, and compliance. The Director of Finance is responsible for ensuring the expert stewardship of Lincoln Laboratory's financial resources and leading its strategic financial planning, including annual operating budget development, financial forecasting, resource planning and analysis, and financial statement reporting.

This individual reports to the Assistant Director for Operations, with additional accountability to the MIT Vice President of Finance, and serves as a key advisor to Laboratory leadership. The Director has three direct reports with a total team size of approximately 100 individuals. The Director will have a meaningful modernization mandate and the opportunity to shape the long-term financial architecture of a \$1B+ R&D enterprise.

OPPORTUNITIES AND CHALLENGES

The incoming Director of Finance will:

Lead Enterprise Financial Modernization

- Advance the Laboratory's ongoing financial transformation, including Accounting for Research initiatives (Chart of Accounts redesign, accrual and cost accounting evolution, labor distribution alignment).
- Strengthen dynamic budgeting, forecasting, and multi-year planning capabilities.
- Drive improved financial analytics, transparency, and decision-support tools.
- Oversee integration with enterprise systems (SAP or comparable platforms).

Provide Strategic Financial Leadership

- Shape and execute financial strategy aligned with the Laboratory's R&D mission.
- Serve as trusted advisor to senior leadership on resource allocation, funding strategy, and long-term financial planning.
- Anticipate changes in federal funding, regulatory policy, and DoD fiscal guidance.

Ensure Rigorous Compliance & Stewardship

- Oversee all core financial functions: accounting, planning & analysis, financial operations, property management, and travel.
- Ensure full compliance with:
 - DoD Financial Management Regulations
 - FAR / DFARS
 - DCAA / DCMA oversight
 - OMB Uniform Guidance
 - PPBE processes
- Maintain audit readiness and strong internal controls.

Lead a Complex Matrixed Organization

- Direct the central finance organization.
- Serve as career manager and Center of Excellence leader for finance professionals Laboratory-wide.
- Oversee senior finance managers embedded in Technical Divisions and Administrative Offices through a matrix structure.
- Build and develop a high-performing, collaborative finance culture.

QUALIFICATIONS AND CHARACTERISTICS

MIT LL will consider candidates with a broad range of backgrounds. The most competitive candidates may come from senior finance leadership roles within DoD FFRDCs, major defense contractors, national

laboratories, federally funded research institutions, and complex government-funded R&D organizations. CFO-ready or divisional CFO-level candidates with deep federal experience are strongly encouraged.

The successful candidate will bring:

Executive Leadership

- 15+ years of progressively responsible senior financial management experience.
- Experience leading large, complex finance organizations.
- Demonstrated success driving enterprise transformation or modernization initiatives.
- Leadership style grounded in influence, partnership, and talent development (not command-and-control).

Regulatory & Technical Depth

- Extensive experience in government-related financial management.
- Strong working knowledge of DoD fiscal regulations, FAR/DFARS, and audit environments.
- Experience in a DoD FFRDC, defense contractor, or similarly regulated federal environment strongly preferred.
- Familiarity with SAP or major ERP systems.

Strategic Capability

- Ability to operate at both strategic and operational levels.
- Strong executive presence and communication skills.
- Experience advising senior leadership in mission-driven, technically sophisticated organizations.
- Bachelor's degree required; an advanced degree in a related field (e.g., Computer Science, Information Systems, Engineering, Business Administration) is strongly preferred.

LOCATION AND COMPENSATION

MIT Lincoln Laboratory is based in Lexington, Massachusetts and this will be an onsite position. The Hiring Range for this role is \$340,000-\$410,000, commensurate with experience.

Disclaimer: MIT Lincoln Laboratory provides a typical hiring range as a good faith estimate of what we reasonably expect to offer for this position at the time of posting. The final salary offered to a selected candidate will depend on various factors, including—but not limited to—the scope and responsibilities of the role, the candidate's experience, skills and education/training, internal equity considerations and applicable legal requirements. This range reflects base salary only and does not include additional forms of compensation or benefits.

At MIT Lincoln Laboratory, our exceptional career opportunities include many outstanding benefits to help you stay healthy, feel supported, and enjoy a fulfilling work-life balance. Benefits offered to employees include:

- Comprehensive health, dental, and vision plans
- MIT-funded pension
- Matching 401K
- Paid leave (including vacation, sick, parental, military, etc.)
- Tuition reimbursement and continuing education programs
- Mentorship programs
- A range of work-life balance options
- ... and much more!

Please visit our [Benefits page](#) for more information. As an employee of MIT, you can also take advantage of [other voluntary benefits, discounts and perks](#).

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MIT Lincoln Laboratory is an Equal Employment Opportunity (EEO) employer. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, veteran status, disability status, or genetic information; U.S. citizenship is required.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller [website](#) for the search. Electronic submission of materials is strongly encouraged.

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Liz Braun, Managing Associate
Kristen Andersen, Senior Associate
Seema Khan, Senior Search Coordinator
Isaacson, Miller

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