

Cochran, Cochran & Yale, Executive Search, has been exclusively retained to partner with Hillside Family of Agencies for this highly critical search for their Chief Financial Officer

Job Description

As a key member of Executive Leadership, the Chief Financial Officer (CFO) will report to the President and CEO and assume a broad, strategic role in the overall management of the company.

The CFO translates the organization's vision and strategic planning efforts into sound financial practices. These include managing capital structure, innovation capacity, and strategic relationships, as well as oversight of centralized financial and treasury operations. Debt syndication requires significant relationship management. The CFO is also a leader in multiple substantial benefit, self-insurance and captive programs, and is the conduit to the outsourced Chief Investment Officer function.

The CFO is in charge of information technology (IT) strategy and evolution of the Technology Model, adapted from MIT business research. Core applications are built on Oracle, NetSmart, Social Solutions and Blackbaud platforms, where Hillside often plays an industry leadership role.

The CFO will oversee the parent corporation and its affiliates in the following areas:

- Fulfill legal position requirements
- Internal and external financial reporting
- Annual budgeting and financial analysis
- Reimbursement optimization
- Financial forecasting
- Cash and investment management
- Financing and capital structure
- Revenue cycle management
- Risk management
- Purchasing and materials management
- Information Technology and Systems leadership
- Property Development and Environmental Services
- Pension compliance
- Mergers and Acquisitions
- Strategic planning

Key Responsibilities:

Financial

- Assume a key role in annual planning/budgeting and in monitoring revenue and expenditure against budget; assist board in understanding the financial environment and strategic positioning.

- Continuously update/improve accounting and financial tools and systems to provide critical financial and operational information; make actionable recommendations on both strategy and operations.
- Staff and engage the board finance, investment, pension and audit committees around relevant issues, trends, and changes in the operating model(s) and operational delivery.
- Provide routine assessments of organizational performance against the annual operating budget, capital budgeting, and HFA's long-term strategy.
- Ensure timeliness, accuracy, and usefulness of project based financial reporting for internal management and external use according to donor guidelines (US Federal, private foundations, etc.)
- Oversee successful audits and regulatory reporting and ensure legal and regulatory compliance with regard to all financial functions.
- Oversee treasury operations, including cash flow planning, investment and asset management. Oversee capital structuring, including banking relationships.
- Develop and use forward-looking, predictive models and activity-based financial analyses to guide operations and planning.
- Assume a lead role in all merger and acquisition activities related to the development and advancement of the agency
- Represent the agency to financial partners, auditors, insurance, investment, architectural and engineering, actuarial, and community partners.

Information Technology

- Oversee the evolution of the Technology unification model, managing priorities in capacity, direction, security, and strategic relationships
- Balance the investment between industry leadership, strategic institutional need, internal demand, and available resources

Qualifications and Requirements:

This broad set of responsibilities requires a seasoned and mature leader with at least 10-15 years of broad finance experience.

- MBA and/or CPA required
- 10+ years in progressively responsible financial leadership roles, preferably in the for-or not-for-profit health care industry
- At least five years' experience as CFO or equivalent position with a budget of \$100 million+
- Experience in a senior financial-management role, partnering with executive staff, resulting in the development and implementation of creative financial management strategies

- Significant experience in or knowledge of nonprofit accounting, merger and acquisition processes, ERISA, managed care, insurance models, property development and government contracting preferred
- Knowledge of information technology and the ability to lead the entire spectrum of information technology evolution. Experience with implementation of information technology in a large division/company.
- Experience with strategic approaches to growth including business case development, due diligence processes, and long-range fiscal modeling

TO APPLY

Interested candidates can gain additional background information at www.hillside.com and should submit all inquiries and/or a resume to:

Cheryl Yawman, CPA and Kymberly Bailey O'Brien

Practice Directors, Accounting, Finance and Non-Profit Management Search

Cochran Cochran & Yale

cykb@ccy.com or 585-785-5724.