



Executive Search Group, LLC

Chief Financial Officer – US Sailing Bristol, Rhode Island

Company Description:

KLR Executive Search Group is proud to partner with US Sailing (www.ussailing.org), to recruit their new Chief Financial Officer. US Sailing has been servicing the sport of sailing since 1897 and has set the standard for excellence for over 120 years. As the national Governing Body, US Sailing's mission is to provide leadership for the sport in the United States. "ONE Country – ONE Sport – ONE Vision – ONE Team".

With a staff of 50 professionals, the Organization works to achieve this mission through a wide range of programs and events. US Sailing ensures that members will learn from experienced and certified instructors who follow national guidelines and are trained using a nationwide curriculum. The Organization hosts networking events and symposiums that bring together experts who address the latest developments in these areas of the sport.

US Sailing also helps to provide an equal level playing field by training and certifying race officials, judges, and umpires and by ensuring standardized rules and sailing instructions. The Organization hosts 14 National Championships at sailing organizations around the country. These championships offer various disciplines of racing so sailors can test their skill level at a national level. For sailors aiming to represent the USA at the Olympic and Paralympic Games, US Sailing trains, selects, and manages these great athletes.

US Sailing's headquarters is located on the beautiful 140-acre waterfront campus of Roger Williams University, in Bristol, RI. It's newly renovated, stand-alone building allows the Organization the space to offer training programs, present educational lectures and symposiums, host regattas and clinics, sponsor sailing camps, and host events.

The Organization:

- US Sailing has a membership of 45,000 that allows it to provide impactful services and programs that continue to expand and improve each year.
- US Sailing operates with a management team that has worked together successfully and is looking for a team player who will interface with key directors, staff and stakeholders as well as with partners of the Organization.
- The environment is non-bureaucratic. The senior team is made up of bright, respectful, passionate, and down-to-earth people. There is a sense of ownership and employees are treated like "family".

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- The culture reflects teamwork, loyalty, and impressive longevity. The collegial and positive work environment fosters strong work ethics, integrity, and personal and professional growth.
- People are open and honest with one another, focused on the Organization's mission, and are driven by the desire to serve sailors and continue to improve the sport of sailing.
- US Sailing strives to inspire new sailors and grow participation in all types and at all levels of sailing, while upholding the highest standards of excellence and fairness.

The Opportunity:

- This is an outstanding opportunity to strengthen the financial acumen of US Sailing in support of its mission.
- The Chief Financial Officer will be an important member of the Senior Executive Team and will have a seat at the leadership table. This professional will make a significant impact on the Organization's finances, forecasts, audits, banking, analysis, as well as monitoring and reporting of all financial activities.
- This senior level position will be involved in major strategic and operational decisions affecting the Organization.
- This role requires a leader who is collaborative and is able to deliver measurable, cost-effective results to senior management and members of the Board that make the vision of the organization a reality.

Position Overview:

Reporting directly to the CEO, the Chief Financial Officer will be an active participant in the strategic leadership of US Sailing. This Executive will be responsible for helping to develop the Organization's overall financial plans and policies, managing its accounting practices, and its relationships with lending institutions - all in support of US Sailing's strategic priorities. The CFO will serve as a member of the Senior Executive Team and play the leading role in ensuring the team has financial/business insight into operations.

Key Priorities:

- Act as a sounding board/business partner with the CEO and leadership team to guide the Organization through a structural transition and in developing long-range plans to ensure the success of the Organization going forward.
- Manage and enhance the finance systems, policies, reporting systems, and the relationship with the outside auditors.
- Assist the Senior Executive Team to build a long term financial model with clear measurements and milestones, while getting "buy-in" from the Senior Executive Team.
- Oversee the Organization's risk management activities and programs.
- Evaluate and enhance the Finance department infrastructure. Plan and execute the annual budget and planning process.
- Along with the CEO, evaluate, motivate, and manage top performing professionals.
- Manage the Human Resource function in conjunction with staff and outside consultants and Oversee all benefit negotiations.

Key Responsibilities:

- Assist the CEO to drive the success of the Organization's strategic operating plan and associated budget with a particular emphasis on monitoring financial performance and resource allocation.
- Manage the Organization's relationship with lenders, partners, and other members of the financial community. Establish and maintain strong banking relationships.
- Focus the Finance department's activities to ensure the Organization's financial strength necessary to accomplish its mission. Ensure a firm-wide understanding of the links between financial performance and business success. Efficiently produce appropriate financial reports and management tools.
- Collaborate with all departments to optimize the operations necessary to provide first class products and services to members and volunteers.
- Bring the financial perspective to the strategic decision-making process. Providing essential input that demonstrates the capacity to think beyond the financial implications of business decisions and gives consideration to overall business strategies and key operational issues.
- Instill a human capital development and coaching culture within US Sailing. Upgrade the Human Resource functions including: training, development, compensation and benefits, employee relations, and performance evaluations.
- Develop and assist with the formulation of financial programs to provide funding for new or continuing operations to foster growth, maximize returns on investments, and increase productivity.
- Work with the Senior Executive Team to improve cost efficiencies at every level of the Organization.
- Monitor ongoing revenue and expense activities, set goals, design programs for achieving and enhancing these goals, and coordinate activities between departments. Allocate resources to achieve revenue expectations and hold down or control expenses.
- Enhance communications with all levels of employees. Encourage them to pro-actively communicate issues that will initiate problem solving and creativity.
- Present financial information to the Board of Directors at meetings and serve on Board committees.
- Develop KPIs/metrics with the Senior Executive Team and monitor performance.
- Responsible for cash flow management. Develop key reporting and monitoring tools/dashboards.

Management's Definition of Success for an Outstanding Performer:

- Enhancing and building membership value.
- Proven track record of exceeding goals and a bottom-line orientation; evidence of the ability to consistently make sound decisions through a combination of analysis, experience, and judgment.
- Have a demonstrated passion for "fixing things" and being a change agent who is not afraid to make decisions.
- Ability to inspire confidence and work collaboratively at all levels of the Organization.
- Articulately present US Sailing to the community.

- Consistently demonstrate high energy, goal-orientation, strong work ethic, and an unquestioned reputation for honesty and integrity.
- Be a flexible team player with a sense of humor. Communicate clearly and concisely.
- Bring presence, confidence, and security. Demonstrate energy and passion for this opportunity.
- Think intuitively and provide insight into what the numbers are telling.
- Have an appreciation for the Organization's vision and then translate it into tactical actions. Understand the "big picture" and what it takes to achieve it.
- Quickly earn the respect of employees, the Board, and external parties. This will be accomplished through strong finance competence, a "roll up your sleeves - can-do" attitude, and superb people skills.
- Ability to work with a range of stakeholders; peers, Board, and volunteers.

Job Qualifications:

- A demonstrated track record of success as a key strategic participant in a growing organization.
- Ten plus years of progressive accounting experience in public accounting, financial management, nonprofit, or a similar environment.
- Experience demonstrating skills and accomplishments in helping drive process and operational improvements.
- Outstanding communication/presentation abilities are essential.
- Proactive with strong leadership and proven supervisory skills.
- Demonstrated mentoring, coaching and organizational skills.
- Background in enhancing systems, controls, and procedures that support the accounting, reporting, and cash management functions.
- Ability to think strategically, anticipate future needs and trends, and incorporate them into the organizational plan.
- Possess a thorough understanding of general management including; finance, systems, human resources, strategic development and planning, budgeting, information systems, and marketing.
- Exceptional analytical and problem solving abilities.
- Strong computer aptitude including expertise with Excel and Word and applicable accounting software.
- Ability to work independently while managing multiple projects and deadlines.
- CPA or MBA preferred.

For additional background, please contact Kristen Rose at kristenr@klrsearchgroup.com or visit US Sailing's website at www.ussailing.org.