

DIRECTOR OF FINANCE

Full-time/Benefits Eligible

Monday through Friday 8:30 am to 5:00 pm



Due to the pandemic, and for the health and safety of our employees and participants; Emerge temporarily relocated some of its employees to working remotely. Remote status is based upon position and program needs. For direct service positions, training will remain on site and in person. We anticipate returning our employees to in-person work when it's safe to do so. Initially, some positions (but not all) may work remotely but will transfer to working on site when our agency is able to return to in-person services.

Emerge Center Against Domestic Abuse has begun an organizational process of transforming philosophy and practice to acknowledge the root causes of violence as being embedded in multiple, intersecting systemic oppressions (sexism, racism, homophobia, transphobia, classism/poverty, able-ism, and anti-immigrant sentiment).

These conversations directly impact the climate and culture of our organization and are tied to the climate and culture in our community related to violence as a normalized experience. We are seeking team members across the organization who understand that humanizing the experience of all people is a radical act in a non-profit system and who are willing to be a part of transforming our organizational culture to be a more antiracist multicultural institution.

We are seeking job applicants who understand it is our responsibility to ensure that our responses to domestic abuse must include the experiences of those who are most in need and who have the least amount of access to help and support and who can work in an environment that is rapidly changing.

We're committed to making our community a safer place for everyone. Join us!

This position directs the agency's financial and accounting functions, and holds primary responsibility for enacting practices that ensure financial transparency and good stewardship of agency resources as part of our accountability to the community and our participants. The Director of Finance is responsible for the management of grant invoicing and financial reporting, and prepares internal reports and tools to ensure maximum understanding, analysis and oversight of the financial status of the agency. This position will have exposure to information which is highly confidential in nature. As a leader in an anti-racist organization, the Director of Finance is expected to actively pursue personal growth – and encourage and support direct reports and coworkers in doing the same – as part of organizational efforts to deconstruct unhealthy socialization related to racism and other forms of oppression. The Finance Director partners with program management and the Senior Leadership Team to design systems built to meet participant needs by identifying possibilities vs. limits. The goal is to ensure that finance procedures are effectively and consistently implemented, while not placing undue burden on staff or unnecessarily presenting barriers (i.e., gatekeeping) to staff or participants receiving needed resources.

ESSENTIAL DUTIES

RESPONSIBILITIES COMMON TO ALL AGENCY EMPLOYEES

- Maintains confidentiality and trust for all employees, participants and visitors
- Consistently displays culturally sensitive behavior and communication for all employees, participants and visitors. Seeks to expand knowledge base to increase cultural sensitivity
- Seeks win/win solutions, values interdependence, shares a common sense of responsibility for the whole
- Acts in a manner that presents the agency in a positive light, and furthers a positive image for the agency
- Demonstrates a positive and respectful personal appearance. Contributes to a clean and orderly facility appearance
- Demonstrates respect, courtesy and dignity for all

- Responds in a timely manner in all aspects of communication
- Maintains safe working environment for self, other employees, and visitors in accordance with applicable standards relevant to the position's job duties
- Displays adaptability and flexibility to encourage team, participant and agency health including: initiating improvements, demonstrating problem solving and creativity, demonstrating motivation for change and enhancement of the organization

RESPONSIBILITIES COMMON TO ALL DIRECTORS AND ABOVE

- Ensures programs and services support the vision, mission, values and philosophy of the agency
- Supports and actively builds a collaborative culture that values mutual respect, partnership, learning, trust, and fairness
- Promotes an organizational culture that embraces diversity and the fair and respectful treatment of all persons as a core value guiding strategic planning, program implementation and evaluation, staffing and internal and external relationships
- Functions in accordance with standards set forth in contracts and agency policy
- Identifies and incorporates best practices and lessons learned
- Maintains positive and accurate flow of communication
- Manages program budgets and ensures funding expectations are met
- Stays abreast of current domestic abuse information and applicable laws and regulations
- May have to respond to emergencies or other time-sensitive matters after normal business hours
- Managers must maintain a continual pulse on the goings-on in their areas of responsibility

ESSENTIAL DUTIES

- Oversees and directs financial management, budgeting, audit, tax, accounting, purchasing, financial investment and insurance activities for the agency
- Develops and implements procedures and systems necessary to maintain proper records and accounting controls as set forth by accounting standards
- Ensures the maintenance of all financial records and the general ledger in compliance with generally accepted accounting principles and government standards
- Develops and implements the agency's annual cost allocation plan
- Reviews and approves (or prepares, as necessary) journal entries, deposits, payroll, accounts payable, and all other financial transactions in the accounting software
- Organizes, directs and monitors the agency's annual fiscal audit and maintains a good working relationship with auditing firm staff
- Provides supervision, leadership, support, training and performance feedback (as needed) to Accountants to foster a positive team environment and ensure a high level of performance and accuracy in all tasks
- Reconciles all bank and credit card accounts on a monthly basis
- Ensures payroll allocation and other grant-funded expenditures are recorded in a timely manner for monthly grant billings
- Provides accurate reports in a timely manner to external and internal customers
- Analyzes the agency's financial position, including cash flow and adherence to budget, on a monthly basis
- Develops, maintains and/or oversees a gift card inventory and tracking system
- Keeps CEO and Senior Leadership Team apprised of financial matters and status; consults regarding financial issues and decisions as appropriate
- Oversees all necessary regulatory financial reporting, and stays current on all necessary rules and regulations in order to maintain compliance
- Assists in the solicitation and application of grant funding, and provides consultation on contracts, as it relates to financial and budgetary data
- In conjunction with the CEO, staffs the Board's Finance & Audit Committee, including creating and distributing financial reports, assembling information and providing recommendations
- Maintains and updates Financial Policies manual, and in conjunction with the CEO, develops financial policies and procedures as needed

- Adheres to agency policies and procedures and all City, County, State, Federal and funder rules and regulations

REQUIRED EXPERIENCE & QUALIFICATIONS - Any combination of at least 4 years of work, professional or life experience (personal), in the following areas

Note: Emerge recognizes that the required skills and knowledge needed for this position can be derived by formal professional experience as well as other life experience outside of a professional setting. Qualified applicants will be asked to make a direct connection between their work or life experience and the required qualifications below. We also value the added foundation that formal education can provide, however, any years spent in an educational institution will not count directly toward the number of years required or preferred.

- Financial management experience in the nonprofit sector
- Supervisory or management experience
- Knowledge of payroll processes and regulations
- Demonstrate knowledge and practice working with how gender identity, race, class, ability, sexual orientation and other cultural factors and/or identities intersect with issues of gender-based violence
- Demonstrate willingness and ability to confront racist, homophobic and transphobic behavior/comments in any setting
- Ability to build authentic relationships with team members, supervisors, and program participants through practices such as listening to gain deeper understanding, being vulnerable and engaging in giving and receiving feedback
- Ability to examine your own privilege and connections to power and/or oppressions so you can work in service and consideration of the entire humanity of others
- Ability to function in a complex institution and systems with a focus on problem solving and adaptability

PREFERRED EXPERIENCE AND QUALIFICATIONS - Any combination of at least 6 years of lived/life experience (personal), work or professional experience in the required areas

- General knowledge of Human Resources functions, processes and regulations as it pertains to payroll processing and other intersections with financial/accounting functions
- Knowledge of the dynamics of domestic abuse/gender-based violence
- Bilingual (English/Spanish)

REQUIRED COMPETENCIES

- Understanding of, and commitment to, the organization's mission, goals, and values
- Ability to facilitate and develop a healthy work culture
- Strong working knowledge of non-profit financial/budgetary management
- Knowledge of non-profit auditing standards including how to prepare a Schedule of Federal Awards (SEFA) and Statement of Functional Expenses
- Familiarity with Uniform Guidance 2 CFR 200 and government requirements for receiving and using federal awards
- Strong working computer skills including e-mail, calendars, document processing, spreadsheets and databases

OTHER REQUIREMENTS

- Appropriate fingerprint clearance through the Arizona Department of Public Safety
- CPR/First Aid certification
- Valid Arizona Driver License and proof of automobile insurance

Emerge is an equal opportunity employer