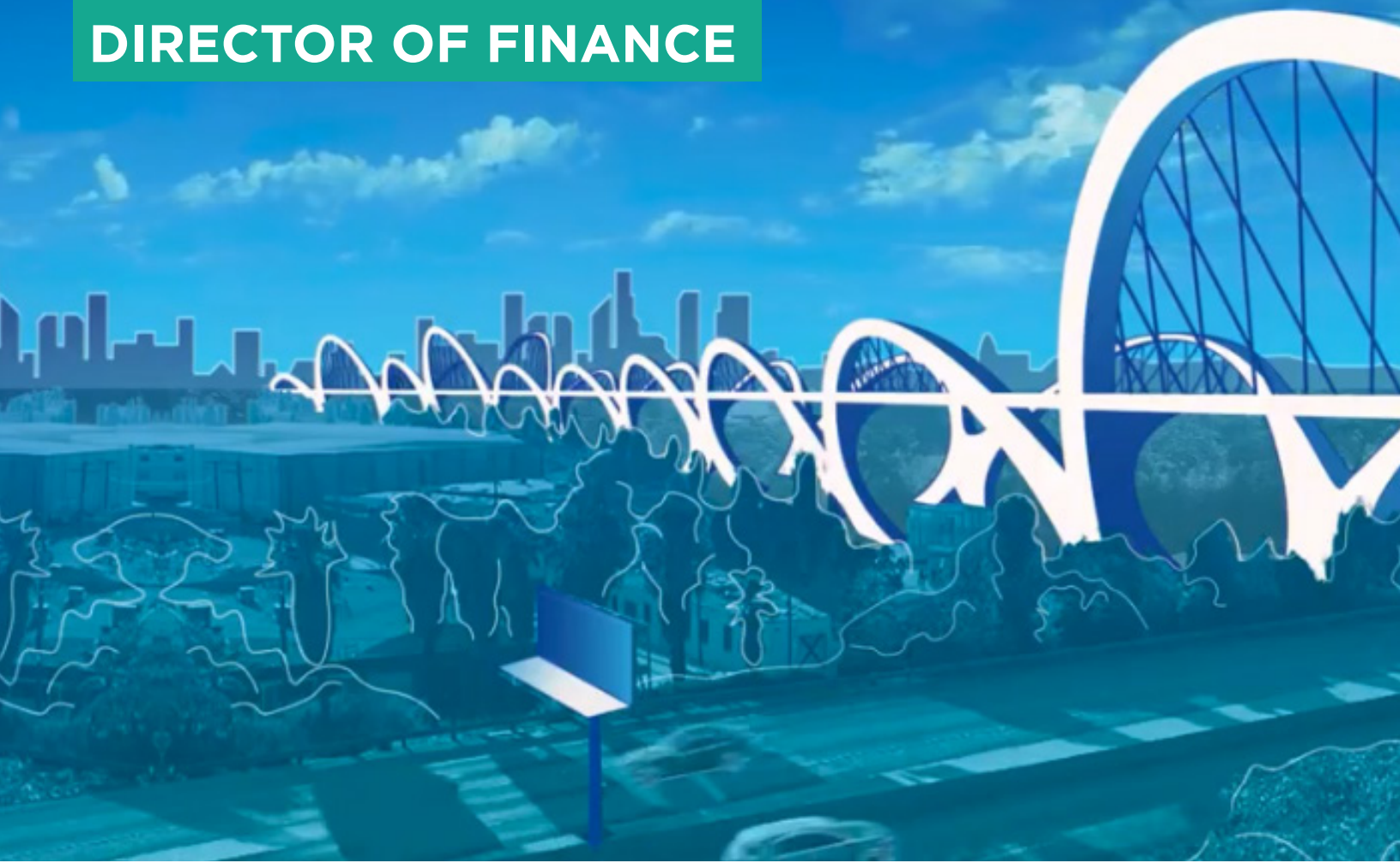


EXECUTIVE RECRUITMENT FOR
DIRECTOR OF FINANCE



*Shaping the Future of South Los Angeles Through Responsible
Community Development and Financial Leadership.*





DIRECTOR OF FINANCE

Shaping the Future of South Los Angeles Through Responsible Community Development and Financial Leadership.

THE ORGANIZATION

The Coalition for Responsible Community Development (CRCD) stands as a beacon of hope and progress in South Los Angeles. Founded in 2005, CRCD embarked on a mission to rejuvenate the Vernon-Central neighborhood, extending its influence throughout South LA with a single contract from the City of Los Angeles. Today, CRCD is a projected \$60 million+, multi-faceted organization, employing over 100 employees providing a wide range of people and community centered programs and services to enhance the quality of life throughout South LA, including workforce development, education, affordable housing and operates a strong social enterprise and real estate centered community development projects that focus on housing and mixed-use developments. For more information on CRCD visit <https://coalitionrcd.org>

CRCD's multifaceted approach offers a variety of human and social services, all aimed at uplifting the community. CRCD has forged powerful alliances with local residents, businesses, civic leaders, and educational institutions, ensuring a comprehensive upliftment of the quality of life in South LA. CRCD's foundational vision is to create a nurturing environment where youth thrive, community needs are addressed, and civic pride flourishes.

CRCD currently leverages the following five programs to impact community development in South Los Angeles:

- **Workforce Development for Youth** - serving disconnected and transition-age youth (14-26) facing challenges that traditional institutions cannot accommodate via educational and employment opportunities.
- **Workforce Development for Adults** - connecting dislocated workers, veterans, and the formerly incarcerated with wraparound employment, training and financial coaching services.
- **Housing & Support Services** - focused on helping young people ages 18-24 obtain safe and sustainable housing.

CRCD's CORE VALUES

- COLLABORATION
- ACCOUNTABILITY
- EFFECTIVENESS
- STEWARDSHIP
- EMPOWERMENT
- COMMITMENT



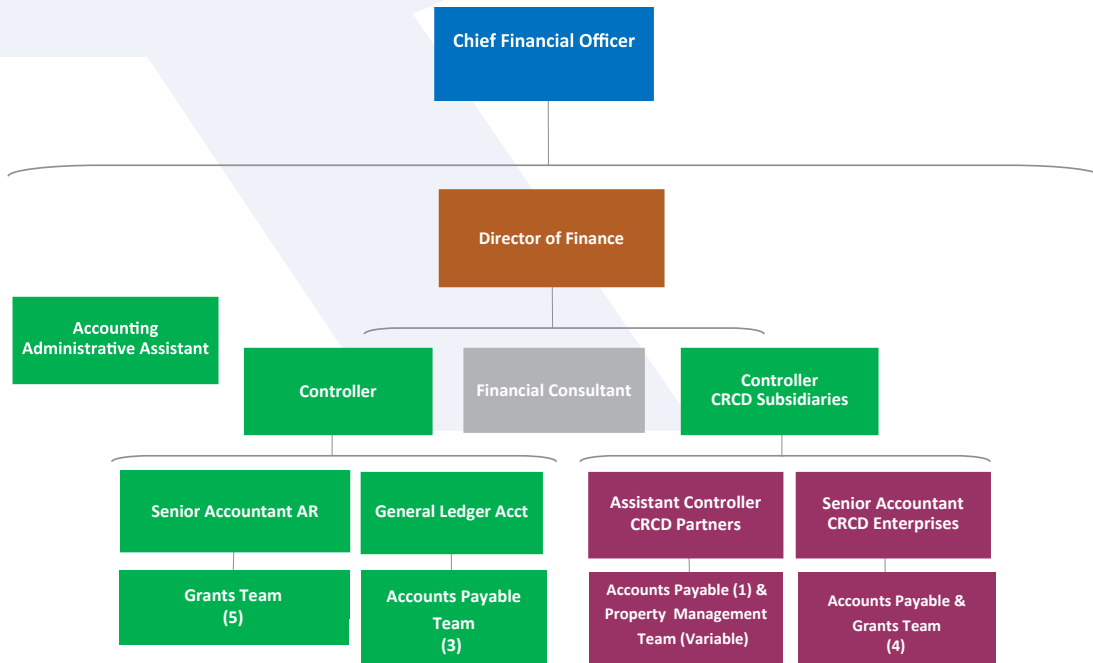


- **Business Services** – providing startup ventures and current small business owners with free and cost-effective tools to make their business a success.
- **Real Estate** - developing affordable and permanent supportive housing with on-site support. CRCD’s real estate portfolio comprises a combined investment of \$160 million in South LA housing and real estate with another \$665 million in predevelopment.



THE OPPORTUNITY

The Director of Finance role at CRCD offers an unparalleled opportunity for a finance professional who is passionate about making a significant impact through strategic financial leadership. As the linchpin of CRCD’s financial management team, reporting to the CFO, this position calls for an individual adept at navigating the complexities of nonprofit finance, including government and private grants, to secure and sustain CRCD’s financial health. With a focus on budgeting, cash flow management, financial planning, reporting, and compliance, the Director of Finance will lead a finance team consisting of 3 direct reports that will play a critical role in shaping financial strategy and infrastructure required to support CRCD’s growth and mission.





Responsibilities:

- Lead the finance team, ensuring excellence in financial accounting and reporting, budgeting, and internal controls, while maintaining compliance with various funding sources and regulatory agencies.
- Spearhead the development of financial strategies that align with CRCD's goals, fostering organizational growth and sustainability.
- Collaborate with CFO and senior management to develop robust financial frameworks that support strategic decision-making, program development, and organizational expansion.
- Oversee comprehensive accounting processes and financial reporting systems, ensuring accuracy and timeliness in all financial matters, including periodic reports, cash flow forecasts, and budget preparations.
- Drive the financial planning process, including the annual budget, forecasts, and financial analysis, to support the organization's strategic objectives.
- Act as a financial advisor to the Leadership Team offering insights and recommendations to enhance financial performance and operational efficiency.



QUALIFICATIONS

- A minimum of 5-7 years of senior financial management experience, with a strong preference for backgrounds in nonprofit organizations, especially those with complex funding structures.
- Bachelor's degree in Accounting, Finance, or a related field is required; an MBA and/or CPA certification is highly desirable.
- Demonstrated expertise in financial planning, budgeting, and analysis, with a proven track record of successful financial oversight and strategic planning.
- Exceptional leadership and team management skills, with the ability to inspire and develop a high-performing finance team.
- Strong analytical and problem-solving skills, coupled with an ability to communicate complex financial information clearly and concisely to non-financial stakeholders



COMPENSATION AND BENEFITS

CRCD offers a competitive compensation package, including a competitive salary based on experience, along with a comprehensive benefits package that supports the health and well-being of CRCD employees.



APPLICATION PROCESS

This recruitment is conducted by The Hawkins Company. Interested and qualified individuals are invited to submit a resume and cover letter of interest early electronically to: fd.crcd@thehawkinscompany.com. Application materials received by **4/26/2024** will receive first consideration. The position will be open until filled. Confidential inquiries are welcomed and should be directed to Ms. Yonnine Hawkins Garr at 323-252-1655, yonnine@thehawkinscompany.com or Ms. Tisa Jones at 213-309-7984, tisa@thehawkinscompany.com.



THE HAWKINS COMPANY
8939 S. Sepulveda Blvd., #110-216
Los Angeles, CA 90045
www.thehawkinscompany.com

