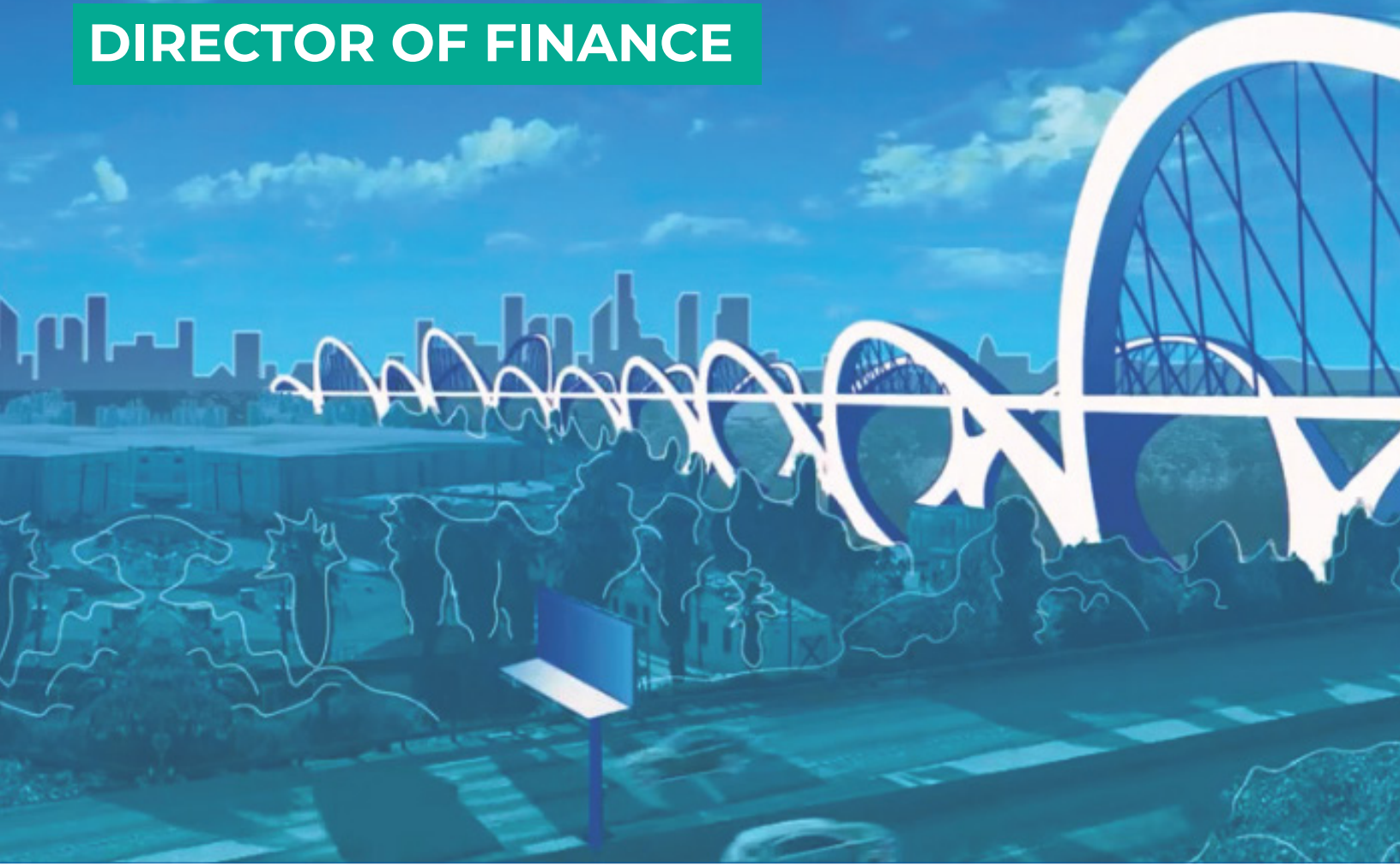


EXECUTIVE RECRUITMENT FOR

**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+, multifaceted 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



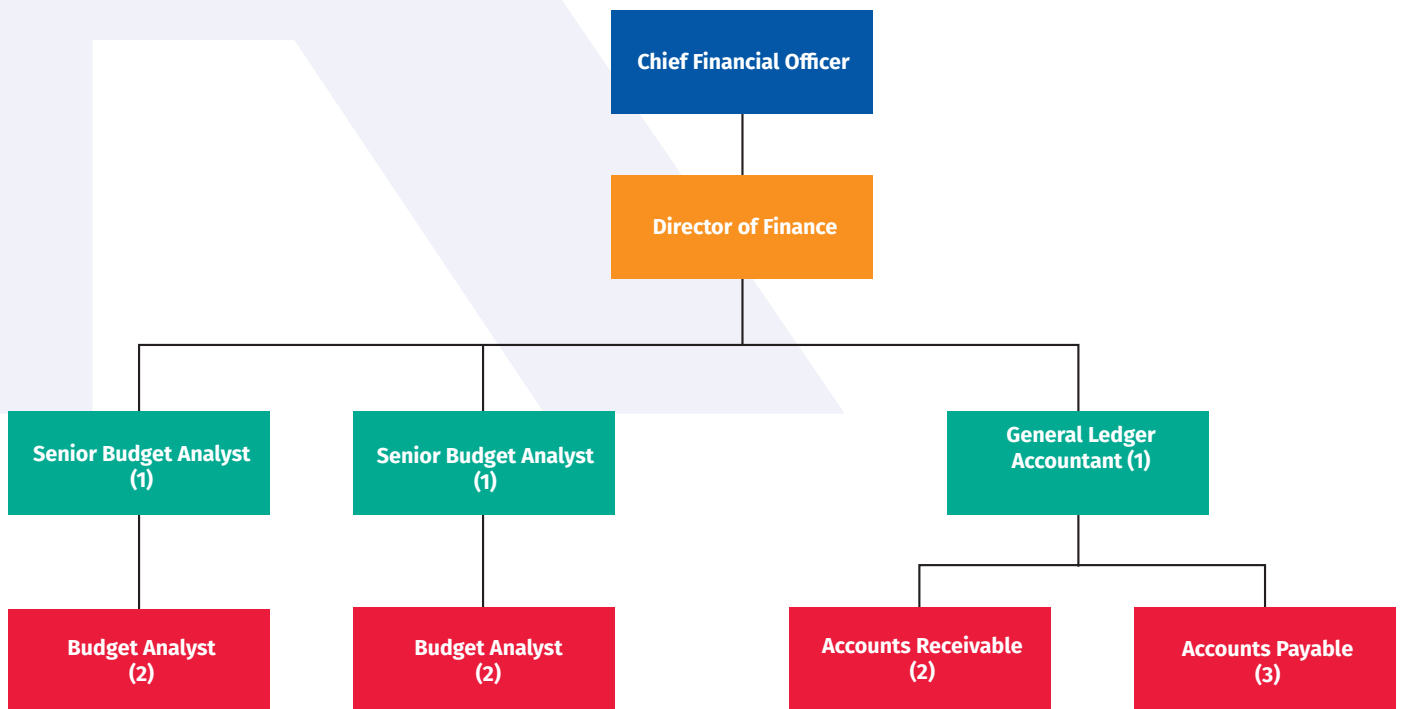


- **Business Services** – providing startup ventures and current small business owners with free and cost-effective tools to make their business a success.
- **Real Estate** – developing affordable and permanent supportive housing with on-site support. CRCD's real estate portfolio comprises a combined 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:

Reporting to the Chief Financial Officer (CFO), the Director of Finance will implement the infrastructure/systems needed to support the ongoing growth of CRCD. S/he will actively contribute to the development and management of effective and streamlined administrative/financial systems.

As a member of the senior management team, the Director of Finance will be involved in strategic planning, evaluation, and professional development initiatives. Specifically, the Director of Finance will be responsible for:

- Implementing CRCD's financial accounting procedures and internal controls.

- Overseeing accounting operations and month-end closing activities.
- Preparing periodic financial reports (monthly, quarterly, annual, ad hoc).
- Managing cash flow and related forecasts.
- Collaborating with CFO and other Department Directors in the preparation of organization-wide budgets and forecasts, financial analysis reports, and reports to lenders & stakeholders.
- Assisting in the coordination of financial audits and financial reviews.



### QUALIFICATIONS

- Minimum of five years of senior management experience, managing finance and accounting teams of high-growth (\$50 million to \$100 million) organizations, with a preference for nonprofit experience.
- Bachelor's degree in Accounting, Finance, or a related field required; an MBA and/or CPA certification is highly desirable.
- Strong experience in financial management and accounting, including leadership of finance teams and expertise in the nonprofit sector.
- Demonstrated resourcefulness in setting priorities, optimizing efficiencies, and guiding investment in people and systems.
- Proven leadership and team management skills, with the ability to develop a high-performing finance team and drive strategic financial initiatives.
- Technologically savvy, with experience collaborating with IT staff to implement new processes and systems that enhance efficiency.
- Flexible and self-motivated, with strong multitasking abilities and attention to detail.
- Personal qualities of integrity, credibility, and a strong commitment to the mission of the Coalition



## 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.2025@thehawkinscompany.com](mailto:fd.crcd.2025@thehawkinscompany.com). Application materials received by **4/10/2025** 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](mailto:yonnine@thehawkinscompany.com) or Mr. Will Hawkins at 310-703-4474, [will@thehawkinscompany.com](mailto:will@thehawkinscompany.com).



**THE HAWKINS COMPANY**  
8939 S. Sepulveda Blvd., #110-216  
Los Angeles, CA 90045  
[www.thehawkinscompany.com](http://www.thehawkinscompany.com)

