

TIDES

ADVOCACY



CHIEF FINANCIAL OFFICER

ABOUT TIDES ADVOCACY

Tides Advocacy is a bold partner for those advancing racial and social justice, helping them mobilize communities, build political power, and drive policy change. Founded in 1992 as a California-based 501(c)(4) social welfare organization, they provide fiscal sponsorship, infrastructure support, grantmaking, convening, and donor organizing to strengthen organizations working toward a healthier and more equitable democracy, equality, human rights, environmental justice, and systemic transformation, among others.

Their current partners include Black, Indigenous, and people of color (BIPOC)-led initiatives that center those most impacted by injustice. Guided by their core values—Joy, Equity, Integrity, Sustainability, and Solidarity—they support their partners to empower communities and drive meaningful change.

Recently, Tides Advocacy has grown significantly with expected ebbs and flows, managing a dynamic network of about 70 fiscally sponsored projects, funds, and collaboratives (“partners”). Their collective workforce is around 200 employees, with consolidated revenues of approximately \$65.2 million in FY 2023. This work is supported by their 32-member home office team, alongside consultants, outside counsel, and temporary staff. The FY 2023 operating expense budget of Tides Advocacy’s home office was approximately \$10.8 million. For more information, please visit tidesadvocacy.org.



ABOUT THE ROLE

Tides Advocacy seeks a strategic, collaborative, and experienced financial leader to serve as its Chief Financial Officer. Reporting to the CEO, this individual will lead the Finance department, which is responsible for supporting the organization's financial strategy, compliance, and operational effectiveness. The ideal candidate will be a strong and trusted partner to the CEO, providing expert financial leadership and guidance, while also serving as a fair and inspiring leader for the team. This role requires a balance of technical financial acumen, strategic thinking, and people-centered leadership to drive results, foster innovation, and ensure fiscal sustainability in alignment with Tides Advocacy's mission.

This position also serves as a technical and strategic financial advisor to the Board of Directors and Leadership Team, providing leadership to the Finance and Audit Committees of the Board and key financial updates to the leadership team to drive accountability, and continuous improvement across the organization. The current Finance team includes twelve (12) positions, reporting to the CFO directly: the Controller and the Project Accountant Manager. There are 4 project accountants plus the manager who serves as the financial support for fiscally sponsored projects and funds. The Controller leads a team of Senior Accountants and Accountants who are responsible for AP/AR, payments, organizational financial reports, and other finance functions.

This is a full-time non-exempt US-based remote position. Candidates in the following cities will be highly considered: San Francisco (Bay Area), New York City, Los Angeles, and Chicago. Travel attending internal meetings.



KEY RESPONSIBILITIES

Financial Strategy & Leadership

- Oversee financial planning, reporting, and investment strategies, ensuring alignment with Tides Advocacy's long-term goals.
- Provide financial insights and recommendations to senior leadership and the Board, supporting strategic and operational decision-making.
- Serve as a key leader for the Finance and Audit Committees of the Board, ensuring committee members receive clear financial updates, risk assessments, and other information essential for them to perform their function.
- Ensure robust internal controls and financial policies.
- Work with the General Counsel to ensure compliance with all relevant regulations, including federal and state political reporting requirements.
- Manage relationships with financial institutions, auditors, tax accountants, funders, investment managers, and external partners.
- Lead the review of shared administrative cost structures, fundraising strategies, and investment planning to strengthen financial sustainability.

Financial Management & Compliance

- Oversee monthly, quarterly, and annual financial reporting, including balance sheets, income statements, and cash flow analyses.
- Ensure compliance with 501(c)(4) regulations, lobbying and political activity reporting, and financial audits.
- Provide leadership to the team charged with providing financial oversight of the fiscally sponsored projects, ensuring strong financial stewardship for project partners and donor funds.

Team Leadership & Development

- Directly supervise the Controller and Manager of Project Finance, ensuring strong leadership and alignment within the department.
- Work effectively in a unionized environment, ensuring respectful, transparent, and constructive engagement with represented staff.
- Lead and develop a team fostering a culture of accountability, collaboration, and professional growth.
- Support staff in developing their professional skills and implementing best practices in financial and transformational management.
- Ensure the finance team effectively functions as a trusted partner to internal teams and fiscally sponsored projects, delivering exceptional service and financial expertise.



THE IDEAL CANDIDATE

The Chief Financial Officer is a transformational leader who thrives in mission-driven, fast-paced environments. The ideal candidate is a strategic and hands-on financial executive with a proven track record in 501(c)(4) fiscal management and operational transformations. They are a proactive problem solver who excels in aligning financial and transformational systems with an organization's vision for impact.

KEY QUALIFICATIONS & EXPERIENCE

- An undergraduate or graduate degree in finance or related subject (a CPA and/or MBA in accounting and finance are highly desirable).
- Significant senior-level finance leadership experience (7+ years)
- Deep expertise in 501(c)(4) nonprofit financial management, fiscal sponsorship, and compliance.
- Proven track record in budgeting, forecasting, financial reporting, and strategic financial planning.
- Experience managing multi-entity financial structures, grantmaking, and investment strategies.
- Demonstrated ability to develop and maintain strong internal controls, financial policies, and risk management strategies.
- Expertise in lobbying, political activity reporting, and compliance with FEC and state election laws.
- Experience providing financial leadership to Board committees, particularly Finance and Audit Committees.
- Strong leadership skills with experience in mentoring and developing diverse teams.
- Experience working in a unionized environment and enthusiasm for leading in a setting with represented staff.
- Ability to translate complex financial concepts into actionable insights for non-finance audiences.
- Passion for racial and social justice, with a deep commitment to Tides Advocacy's core values and operational framework.

This is an extraordinary opportunity for a mission-driven financial leader who is excited to play a pivotal role in shaping the future of progressive advocacy.



COMPENSATION AND BENEFITS

Salary Range: **\$200,000 to \$230,000** annually. Tides Advocacy offers a competitive benefits package including:

- Comprehensive medical, dental, and vision insurance
- Health savings account or flexible spending account
- Commuter benefits
- Basic Life and AD&D insurance
- Fertility and family-forming benefits
- Short-term and long-term disability coverage
- 15 vacation days, 12 sick days, and 12 paid holidays per year
- Up to 5% 401(k) employer match
- \$1500 Work from home set-up benefit
- \$140 Monthly work from home stipend
- Professional Development

TO APPLY

The position will remain open until filled. First consideration will be given to applications received by **June 6, 2025**. To apply for this outstanding opportunity, please electronically submit your resume and letter of interest to **The Byers Group** at cfo.tidesadvocacy@byersgroupca.com. The letter of interest should outline why you are interested in joining Tides Advocacy and your relevant accomplishments. Also, please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position.



THE BYERS GROUP

EXECUTIVE SEARCH AND C-SUITE CONSULTING

CONFIDENTIAL INQUIRIES ARE ENCOURAGED AND CAN BE DIRECTED TO:

Ms. Brett Byers
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Ms. Christine Boulware
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312-391-6098

Tides Advocacy welcomes everyone to our team. We are an equal opportunity employer and will consider all applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.