OCEANS 5
HEAD OF FINANCE

www.oceans5.org

The Organization:

Oceans 5 is an international funders' collaborative dedicated to stopping overfishing, establishing protected areas, and constraining offshore oil and gas development – three of the highest ocean conservation priorities identified by marine scientists.

Dedicated to protecting the world's five oceans.

Founded in 2011, the organization has provided over $150 million in grants, involving more than 130 organizations in 90 regions and countries. Its activities are directed by its Board of Advisors, a group of 22 of the world's leading marine philanthropic institutions and individuals. In addition, Oceans 5 also houses two directed funds, and anticipates adding a third this year, each dedicated to grant-making in complementary areas of marine conservation.

Oceans 5 and its constituent directed funds are staffed by a small group of seasoned professionals in seven countries that speak a dozen languages. Oceans 5 is a sponsored project of Rockefeller Philanthropy Advisors (RPA).

- What we fund: https://www.oceans5.org/what-we-fund/
- What we do: https://www.oceans5.org/explore/
- Current projects: https://www.oceans5.org/projects/

The Role:

Overview:

The Head of Finance will be a collaborative leader, strategic partner, financial steward and advisor at an organizational inflection point, as Oceans 5 seeks to meet immediate needs from significant growth in recent years, as well as position itself for continued growth and a possible spin off to independence.

Serving on the senior leadership team, and in partnership with the executive team, Board, and other leaders of the organization, the Head of Finance will guide the organization's financial operations and strategy, leading Oceans 5 to its next level of financial strength and operational efficiency.

Adept at strategic financial management and planning, compliance and administration, the Head of Finance will advance processes that ensure sound fiscal policies and proper infrastructure and systems are in place.
With input from restricted fund financial management staff, they will provide advice and counsel to the ED and senior leadership team. Critical to this role and its work is a leader who has an entrepreneurial and growth approach, as well as a deep familiarity with and understanding of fiscal stewardship and strategic financial planning and analysis for a non-governmental organization.

**Reports to:**

- This position reports to the Executive Director

**Location:**

- Fully remote and based in the United States from the individual's home office.
- Oceans 5 staff are remote and globally distributed, with senior leadership based in the northeast U.S. The position generally requires availability during U.S. Eastern Time work hours.
- Semi-annual international travel to Board meetings will be expected.

**Key Responsibilities:**

**Financial Strategy and Planning**

- Develop and execute the organization's financial strategy, aligning it with the overall organizational goals and objectives.
- Conduct financial forecasting, analysis, and modeling to support strategic decision-making and long-term financial planning.
- Direct the budgeting process, working closely with program managers and senior leadership to develop short-, medium-, and long-term financial plans and projections. Review these plans with the ED, senior management team, and appropriate committees of the Board of Advisors.
- Manage finances and budgeting for core Oceans 5 activity, and work collaboratively with leadership of other O5 directed funds to create/produce overall organization financial picture, planning, and strategic advice.

**Financial Management and Reporting**

- Monitor financial performance, analyze variances, and provide timely and accurate financial reports to the ED and Board of Advisors.
- Oversee and review the preparation of all program financial reporting required for funding sources, ensuring allowable use of all funds.
- Remain up to date on nonprofit financial management and planning best practices, as well as legal and regulatory requirements and, in collaboration with outside legal counsel, implement changes in procedures as needed to stay compliant.
- Assess and manage financial risks, developing and implementing appropriate risk management strategies and controls.
- Lead the periodic audit process and coordinate with external auditors.
• As the organization evolves, the following responsibilities may be required:
  o Oversee day-to-day accounting functions, including cash flow planning, investment, asset management, accounts payable and receivable, payroll, and general ledger management  
  o Oversee financing strategies and activities, as well as banking relationships as applicable  
  o Final responsibility for the organization's compliance with relevant financial regulations, accounting standards, and reporting requirements.

**Systems and Process Design & Improvement**
• Identify, develop, and manage accounting systems and functions immediately needed beyond fiscal sponsor services, with an eye to what might be required for an eventual spin-off from fiscal sponsorship.  
• Develop and ensure maintenance of appropriate internal controls and financial policies and procedures.  
• Establish a process to develop annual and individual program budgets, conduct forecasting and monitor progress and financial metrics  
• As the organization evolves, the following responsibilities may be required:  
  o Set up enterprise-wide finance and accounting systems aligned with the organization's short- and long-term goals.  
  o Oversee the maintenance of all accounting systems and function.

**Team Leadership, Collaboration & Relationship Building**
• Participate in key policy development as a member of the senior leadership team  
• Effectively communicate complex financial information in a clear and concise manner, including presenting financial reports and analysis to the Board and other stakeholders  
• Build and maintain relationships with internal staff, fiscal sponsorship team members and external financial partners, including banks, auditors, and financial consultants

**The Person:**

The following offers an aspirational view of our ideal candidate profile; however, we encourage applications from candidates with a wide range of experiences and backgrounds, especially those from underrepresented groups. Strong candidates will demonstrate aligned leadership, a passion for the mission of Ocean 5 and at least 10-15 years of professional experience that includes:

• 10+ years of proven strategic leadership experience in financial management of nonprofit organizations.  
• Senior-level experience leading finance strategy and financial operations in a rapidly growing nonprofit, start-up or complex institution.  
• Versed in nonprofit finance and accounting regulations and investment and risk strategies, with experience leading financial operations and strategy.  
• The ability to translate complex financial information and concepts for various audiences  
• Experience successfully collaborating with a senior leadership team, Board of Directors, Finance and Audit Committees, and staff.  
• A firm grasp of accounting principles, budget analysis, fiscal compliance and risk management.
• Demonstrated success managing finance, accounting, budget, control, and reporting functions.
• Experience with financial software and systems; experience with development and implementation of new systems and/or process a plus
• Proven experience in strategic forecasting, planning, and overseeing a nonprofit organization's finance, accounting, compliance, and risk management functions.
• Experience in final responsibility for the quality and content of all financial data, reporting and audit coordination for a division or significant program area at a non-profit.
• Experience successfully implementing changes in procedures as needed to stay compliant and otherwise up to date on best practices
• Demonstrated comfort with ambiguity and experience developing sustainable internal and external management, finance and accounting processes from scratch.
• Demonstrated ability to translate big-picture strategy into workable finance processes and systems for day-to-day operations.
• Demonstrated commitment to building a resilient organization with the strategy and systems to deliver significant impact.
• Track record of providing enterprise-wide financial planning and analysis to support decision-making, budget development, and budget management
• Proven collaborator, able to work with and through senior leadership teams and across functions.

Education:

• Bachelor's degree in finance, accounting, business administration, or a related field, or bachelor's degree and equivalent experience. MBA or CPA designation is a plus.

Compensation:

• Compensation will be commensurate with experience and accomplishment.
• For prospective candidates from the United States, the salary range will be $150,000 to $200,000, plus a competitive compensation and benefits package including health coverage, retirement benefits, paid sick leave, vacation and holidays. For candidates from outside the United States, comparable local market factors will be considered. RPA often uses employers of record for foreign hires that provide comparable benefits.

**

To apply, please submit a cover letter and resume to:

Tory Clarke
Partner, Bridge Partners
tory.clarke@bridgepartnersllc.com

Applications will be considered on a rolling basis until the position is filled.
We urge a timely response.