



Chief Financial Officer (CFO)

Change Lives and Transform Communities – Lead the Financial Strategy of a Mission-Driven Organization

Neighborhood Legal Services of Los Angeles County (NLSLA) provides free assistance to over 160,000 individuals and families each year through innovative projects that expand access to justice. Our mission is to unravel entrenched disparities caused by systemic racism and inequality. We see the law as a powerful tool for social change and we're looking for passionate individuals to help us fight for justice.

We value diverse perspectives and experiences, and we believe that a strong community is built through inclusivity. NLSLA is proud to foster an environment that welcomes individuals from all backgrounds and abilities, and we encourage all qualified candidates to apply.

About the Role

We are seeking an experienced and strategic Chief Financial Officer (CFO) to join our leadership team. In this role, you will provide direction and oversight for NLSLA's financial operations, ensuring robust financial health and operational efficiency. You will work closely with a team of seven finance and accounting professionals and collaborate with other senior leaders, including the Director of Grants Management & Compliance. This position offers an opportunity to lead the finance function through streamlining systems and processes and guiding the organization in its mission to deliver justice to those in need.

You will report directly to the President & CEO, with future growth opportunities within the organization.

This Role May Be Right for You If You

- Thrive in a fast-paced, dynamic environment where you're constantly solving problems and adjusting to new challenges.
- Maintain a positive, goal-oriented focus even in demanding situations.

- Value integrity and uphold strong ethical standards, including confidentiality and fiduciary responsibility.
- Have a natural ability to self-direct your workload and manage priorities with minimal supervision.
- Are a collaborative team player who enjoys working in a high-volume environment and helping others grow.
- Communicate effectively, know when to ask for help, and can provide constructive feedback to enhance team performance.

What You Can Expect to Do in This Role

Strategic Input & Organizational Leadership

- Lead the creation and execution of NLSLA's financial strategy, partnering with senior leaders to align financial operations with the organization's mission.
- Contribute to the development of long-term financial planning, including multi-year financial models and annual staffing plans.
- Serve as a thought partner and organization-wide leader, advocating for financial decisions that support NLSLA's commitment to social justice and equity.

Financial Planning and Management

- Collaborate with the Director of Grants Management & Compliance to manage the diverse portfolio of grants.
- Develop and communicate the organization's financial strategy, including budgeting, forecasting, and key financial reports to leadership and the Board.
- Manage cash flow, financial forecasting, and sophisticated models for revenue planning.
- Oversee the general ledger, financial record-keeping, and ensure efficient approval and processing of revenue and expenses.

Systems Automation & Process Improvement

- Lead efforts to automate and streamline financial and accounting processes to enhance team efficiency and effectiveness.
- Implement state-of-the-art financial systems and tools to improve reporting, cost accounting, and management reporting.

People and Culture Management

- Foster a supportive, inclusive, and equitable work culture where the finance team is motivated and empowered to succeed.
- Promote continuous professional development and career growth for the finance team.
- Collaborate with the Executive team on union relations and collective bargaining agreements.
- Ensure clear communication and alignment across the finance department and with other teams to achieve organizational goals.

How You Can Stand Out For this role, the ideal candidate has:

- Experience with union and collective bargaining agreements is a plus.
- Experience working in a nonprofit organization, preferably in legal aid or public interest law.
- Prior experience working closely with legal professionals is preferred.
- A passion for supporting diverse communities and advocating for equitable solutions in the workplace.

What You'll Need on Day One

- At least 5 years of VP-level leadership and management experience in finance, preferably within a nonprofit organization.
- Strong expertise in nonprofit accounting and financial management.
- A CPA or audit background, or equivalent experience in finance leadership.

What We Offer At NLSLA, we care about the well-being of our employees and their professional development. We offer:

- **Competitive Salary:** \$170,000–\$200,000, based on experience.
- **Work-Life Balance:** A 35-hour workweek with flexibility through a hybrid schedule.
- **Generous Time Off:** 15 paid holidays, 2 to 5 weeks of vacation (depending on seniority), and 12 days of sick leave per year.
- **Comprehensive Benefits:**
 - Medical, dental, and vision insurance options for you and your dependents.
 - Basic Life and AD&D Insurance, Long-Term Disability Insurance.
 - 403(b) retirement plan with employer contributions and options for voluntary contributions.
 - Monthly bilingual supplement for qualified employees.
 - Opportunity to mentor and develop a highly skilled team.

- Collaboration with experienced leaders who share your passion for justice and community service.
- **A Culture of Inclusion:** Join an organization that's committed to fostering diversity, equity, and inclusion in all aspects of its operations and culture.

To Apply

Ready to make a meaningful difference in the lives of those who need it most?

Send your resume, cover letter to employment@nlsla.org and to Michelle Armoni at michelle@huna-x.com.

We are excited to hear from you!

Equal Employment Opportunity Policy

NLSLA is committed to provide a work environment that respects the dignity and worth of each individual and is free from all forms of employment discrimination based on each and every characteristic protected under the law and beyond.

Decisions related to hiring, compensating, training, evaluating performance, promoting, or terminating are made fairly, and are based on job-related qualities and abilities. We provide equal employment opportunities to all qualified candidates and employees. We examine our unconscious biases and take responsibility for always striving to create an inclusive environment that makes every employee and candidate feel welcome.

We further expect every member of the NLSLA community to do their part to cultivate and maintain an environment where everyone has the opportunity to feel included and is afforded the respect and dignity they deserve.

NLSLA's Commitments

We are committed to fostering a culture of inclusion and belonging within our organization and the communities we serve. We achieve this through:

- **Continuous Learning:** Cultivating cultural competency and humility among staff through ongoing training, open dialogue, and self-reflection.

- **Equitable Practices:** Regularly reviewing and revising policies, procedures, and decision-making processes to ensure fairness and access for all.
- **Strategic Resource Allocation:** Directing resources towards initiatives that empower communities.
- **Meaningful Community Engagement:** Partnering with the communities we serve to co-create solutions and foster trust.
- **A Respectful Workplace:** Providing a work environment free from discrimination and where every individual is valued, heard, and respected for their unique contributions.