

## REGENERATIVE SOCIAL FINANCE (RSF)

### HEAD OF FINANCE & ACCOUNTING

<https://rsfsocialfinance.org/>

#### **The Organization:**

RSF is an impact-first financial services organization revolutionizing the meaning of money. Since 1984, we've worked with thousands of investors, donors, and partners to channel more than \$1 billion to social enterprises addressing the world's most pressing issues.

We believe money can be a tool for regeneration and have innovated finance tools that prioritize **healthier food systems, whole-child education, cleaner climates, stronger communities**, and more. We nurture a living system of investors, donors, and social enterprise leaders who use capital differently than the crowd. By offering **investment notes, donor-advised funds, and loans to mission-driven organizations**, we mobilize money toward positive change that can be felt today, tomorrow, and on the horizon.

#### ***Social Investment Fund:***

RSF's Social Investment Fund provides loans that help businesses and nonprofits address the world's most urgent challenges. This fund is supported by a community of more than 1,300 investors around the world.



RSF seeks to revolutionize how people relate to and work with money. Together with our community of values-driven investors, donors, and enterprise leaders, we commit to transforming an unjust and extractive economy to one that brings healing and regeneration.



#### ***Donor Advised Funds:***

RSF Donor Advised Funds allow donors to make a charitable contribution, receive an immediate tax deduction, and then recommend grants from the fund over time.



**The Role:**

**Location:** San Francisco, CA preferred  
(remote West Coast with frequent travel to San Francisco will be considered)

**Reports to:** Chief Operating Officer (COO)

**Position Summary:**

The Head of Finance & Accounting is essential to maintaining our financial health, supporting growth initiatives, and ensuring operational excellence through innovation and automation.

They will be a skilled and proactive leader who is responsible for managing all aspects of accounting, financial reporting, budgeting, and cash flow. In parallel, they will:

- Optimize the financial operations of the organization and drive process improvements, leveraging technology to streamline and automate workflows.
- Work cross-functionally with executives and teams across the organization to align financial strategies with broader business goals.
- Foster a positive and inclusive culture that is built on care and collaboration, principles that guide how we work with each other and our community.

**Key Responsibilities:**

***Financial Guidance & Strategic Support***

- Provide financial insights, risk assessments, and data-driven recommendations to support decision-making and long-term planning.
- Track and analyze key financial metrics to support revenue generation and business expansion goals.
- Present financial analysis and reporting to the Executive Team and other stakeholders, as needed.

***Leadership & Collaboration***

- Oversee and support the finance and accounting team, fostering skill development and knowledge-sharing.
- Promote collaboration and a positive team spirit by balancing team and individual responsibilities, welcoming feedback, and contributing to a culture of growth and inclusivity.
- Actively engage in organization-wide strategic initiatives and collaborate with Executive Team partners to align financial operations with broader goals.

***Financial Operations***

- Oversee accounts payable, accounts receivable, payroll, and general ledger functions, ensuring accuracy and efficiency.
- Streamline transaction workflows for improved accuracy and reliability across all financial activities.
- Manage month-end and year-end closing processes, including reconciliations and journal entries, to maintain accurate financial records.

***Financial Reporting & Analysis***

- Prepare and present financial statements, including balance sheets, income statements, and cash flow reports, to inform decision-making.
- Conduct ongoing financial analysis to identify trends, variances, and opportunities for revenue growth and cost savings for senior leadership.

***Budgeting & Forecasting***

- Develop and manage annual budgets and financial forecasts in collaboration with department heads, aligning with company objectives.

***Process Improvement & Technology Integration***

- Identify opportunities for process improvement and lead initiatives to increase efficiency across financial functions.
- Evaluate and implement financial technologies and automation tools to streamline reporting, reconciliation, and transaction processing.
- Partner with IT to upgrade financial systems and integrate automated solutions for enhanced data accuracy and productivity.

***Cash Flow & Liquidity Management***

- Maintain adequate cash flow to meet obligations, optimize working capital, and manage overall liquidity.
- Interface with financial institutions to monitor credit reports and manage payables via platforms like Bill.com.

***Compliance & Internal Controls***

- Ensure adherence to GAAP, tax regulations, and other financial reporting standards.
- Implement and maintain robust internal controls to protect assets and ensure data integrity.
- Oversee financial risk management, including insurance, liabilities, and workers' compensation, ensuring up-to-date documentation.
- Assess, document, and continuously improve financial policies, leveraging automation to enhance compliance and efficiency.

***Audit Coordination & External Relationships***

- Act as the primary contact for external auditors and coordinate with tax and law firms to ensure compliance.
- Oversee annual audit processes to maintain transparency and accuracy.

**The Person:**

***Required Experience:***

- Minimum of 5-7 years of relevant controllership or operational finance experience, ideally within a financial institution or another regulated industry.
- Strong knowledge of GAAP, financial regulations, and financial industry standards.
- Experience in budgeting, forecasting, and financial analysis.
- Familiarity with financial controls, regulatory reporting, and audit procedures.
- Experience leading and coaching teams through positive change,
- A prior track record of optimizing financial operations, particularly implementing and managing financial technologies and automation tools.
- Proficiency in financial software and advanced Microsoft Excel skills.
- Exceptional analytical, organizational, and problem-solving abilities.
- Strong communication skills for engaging with both financial and non-financial stakeholders.

***Additional Preferred Experience:***

- Experience at a CDFI, impact lender or other small financial institution
- Experience with fund and non-profit accounting

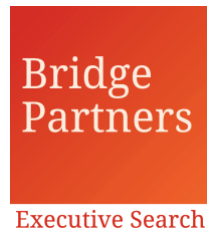
**Education & Qualifications:**

- Bachelor's degree in Accounting, Finance, or a related field
- CPA or CMA preferred

**Compensation:**

- RSF Social Finance offers competitive compensation, excellent benefits, and a supportive working environment.
- For this position, the base salary range is \$150,000 to \$180,000. Internal equity considerations and the average salary of the peer range will be reviewed before making a final offer

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At RSF Social Finance, we bring our individual passions, experience, and skills to meet the needs of others through integrated financial and philanthropic services that generate positive social and environmental impact while fostering community and collaboration among participants.

With a 40-year track record of deploying loans, grants, and other catalytic capital to social enterprises, RSF is recognized nationwide as a leader in the field of social finance. As an organization of fewer than 50 employees, RSF's approach is to grow our team by adding one person at a time. In doing so, we identify and seek a particular set of skills and experience to meet specific organizational needs. At the same time, we seeking candidates who align with our mission and values.

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If you have a personal interest in this leadership role, please submit a resume and cover letter that reflects your alignment with RSF Social Finance's mission and values to:

**Tory Clarke**  
Partner, Bridge Partners  
[tory.clarke@bridgepartnersllc.com](mailto:tory.clarke@bridgepartnersllc.com)

*Candidates will be considered on a rolling basis,  
so we urge your prompt consideration of this impactful leadership role.*