

DSG | Koya



RSF | Regenerative Social Finance
Chief Financial Officer

Flexible Location with a preference for San Francisco, CA



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About RSF

RSF is an impact-first financial services organization revolutionizing the meaning of money. Since 1984, we've innovated finance tools and invested in 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.

RSF is headquartered in San Francisco, California, and has established itself as a key player in the global impact investing landscape. The organization has channeled over \$1 billion into businesses and nonprofits addressing pressing challenges such as sustainable agriculture, renewable energy, education, and community development. RSF's leadership team is committed to fostering a culture of innovation and collaboration, with a strong emphasis on diversity, equity, and inclusion. The organization's board of directors is comprised of experts in fields such as finance, education, and environmental sustainability.

RSF envisions a world where all people have the power to use their money to regenerate people, communities, and the planet. We hope you'll join us in making that vision a reality.

Learn more about RSF at <https://rsfsocialfinance.org/>.

The Opportunity

RSF is seeking a strategic Chief Financial Officer (CFO) who will be responsible for the overall financial health, strength and capital management of the growing organization. In addition to contributing overall organizational leadership and strategy, this person will also be responsible for overseeing capital strategy, accounting, and finance. With an equal focus on risk, return and impact, the CFO will play a critical role in the growth and influence of RSF in its next chapter.

The CFO identifies, builds and stewards investor relationships and works with the CEO and other senior leaders to continually develop new impact strategies and identify and obtain new and diverse capital sources. They will proactively shape RSF's capital strategy, including evaluating innovative financial structures, partnerships and vehicles, continually balancing the profitability margin and the organization's impact. This person will lead, develop and empower a small finance and accounting team ensuring their capacity to support the planned organizational growth. As a member of the senior leadership team, the CFO also advises and supports RSF's programs, serves as a strategic advisor to the CEO and interacts regularly with the Board of Directors and its Finance Committee.

The ideal CFO will be an experienced leader with a passion for RSF's mission of using capital as a tool for positive change and proven experience managing the financial aspects of an organization. Personable, with a solutions-orientation, the ideal candidate will foster strong

working relationships both internally and externally to ensure the organization's success. While it is essential that the CFO bring deep financial skills to ensure compliance and sustainability, it is also critical that they exhibit creativity and an entrepreneurial spirit and think broadly about how to attract new capital in order to drive significant organizational growth.

Key responsibilities include:

- Strategic Leadership:
 - Serve as a strategic partner to the CEO, members of the Senior Leadership Team and the Board of Directors on the financial performance, planning, and opportunities of the overall organization.
 - Think holistically about each component of the organization and how decisions made impact RSF's overall financial health as well as its impact.
 - Bring innovation and creative thinking to the work and finances of the organization.
 - Balance modernization of the finance function with RSF's current systems and mission-driven culture.
 - Introduce and integrate emerging technologies, including AI and automation, to improve financial operations and decision-making.
- Capital Strategy:
 - Develop and execute a forward-looking capital strategy that aligns with RSF's impact investing mission and ambitious growth plans.
 - Steward all organizational capital with an eye toward optimizing both impact and profitability.
 - Use forecasting to closely manage the organization's liquidity to ensure both financial health and the ability to respond to opportunities as they arise.
 - Apply capital markets methods to help facilitate new financing facilities and relationships with banks, foundations, and other financial institutions interested in impact investment partnerships.
 - Participate in or lead relationship management of institutional funding and financing relationships.
 - Oversee and optimize the organization's liquidity and asset-liability management.
 - Set framework for investment and lending product terms to meet RSF's priorities and limit compliance burden.
- Accounting and Reporting:
 - Ensure that the finance and accounting operations are effective and that procedures, internal controls, and systems are maintained.
 - Report to the CEO and Board of Directors on the financial health of the organization, including budget, investments, lending, cash flow and operating activities.
 - Ensure timely, accurate, and understandable financial reporting for investors, the CEO and the Board of Directors.
- Financial Planning and Analysis:
 - Develop and utilize forward-looking, predictive models and activity-based financial analyses to provide insight into the organization's operations, liquidity and business plans.

- Produce an annual budget that aligns with the organization's overall strategic objectives and is used effectively for resource allocation and decision-making.
- Using leading indicators, identify potential strategic risks and opportunities for the consideration of the Board and senior leadership.

Compliance

- Oversee audit process, ensuring the integrity of financial reporting and internal controls and serve as the primary liaison with the external auditors.
- Manage and report on lending, administrative, and organizational compliance to funders and investors.
- Ensure annual recertifications, permits, licenses and rating renewals.
- Support compliance with various regulatory and funder requirements.

Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

- Experience in a senior financial management role, ideally at a bank, CDFI, credit union or other lending institution, resulting in the successful development and implementation of effective financial management strategies and growth.
- Solid understanding of lending, and familiarity with fund management preferred.
- Demonstrated ability to raise capital from a range of investors and build and manage strategic financial relationships with public and private capital providers.
- History of leading and successfully executing strategic initiatives, business development, innovation, and organizational change.
- Ability to think strategically, anticipate future trends and consequences, and build the organization's financial framework to address dynamic circumstances.
- History of managing through growth and aligning operations to support strategic business priorities in a changing environment.
- Strong track record in relationship and trust building with staff, Board members, partners and investors.
- A transparent approach to work, sharing information as able and modeling open communication and cooperation.
- High integrity and a deep belief in the power of regenerative capital to change the world.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this position is \$275,000 to \$315,000 with a generous benefits package. The exact salary that will be offered to the CFO will be determined based on a consideration of the successful candidate's skills, experience, and geography and aligned with RSF's compensation policies.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Erin Reedy and Christy Farrell. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

RSF is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).