



DELTA SIGMA THETA SORORITY, INCORPORATED

Chief Financial Officer

Washington, DC

Delta Sigma Theta Sorority, Incorporated is seeking a Chief Financial Officer.

THE ORGANIZATION

Founded in 1913 at Howard University in Washington, DC, Delta Sigma Theta Sorority, Incorporated, is a private, not-for-profit organization whose purpose is to provide assistance and support through established programs in local communities throughout the world. The sorority currently has 1,000 collegiate and alumnae chapters located in the United States, Canada, Japan (Tokyo and Okinawa), Germany, the Virgin Islands, Bermuda, the Bahamas, Jamaica, West Africa and the Republic of Korea.

Delta Sigma Theta Sorority, Incorporated is an organization of college educated women committed to the constructive development of its members and to public service with a primary focus on the Black community.

THE POSITION

The Chief Financial Officer (CFO) is the senior financial professional and is responsible for the financial health of the sorority and thus responsible for tracking cash flow, financial planning and analyzing the sorority's financial strengths and opportunities and proposing financial strategic direction. The CFO will also be responsible for risk management, obtaining funding, ensuring balances for revenues, expenses and investments, attesting to the accuracy of all financial reports, and collaborating with the National President and Board of Directors on strategy.

The CFO will oversee all matters as they relate to budget preparations and management, cost benefit analysis, forecasting needs, fund allocation and the

securing of new funding. This position reports directly to the Executive Director for the operations of the sorority and work with the National President for accounting and strategic policy. The CFO will work closely with the National Treasurer, the Chairs of the National Finance, National Audit, and Corporate Compliance Committees in developing and implementing the financial strategic and operational goals for the Sorority. The CFO will be responsible for providing support to this subset as well as their respective committees.

QUALIFICATIONS

The successful applicant will possess a Bachelor's degree from an accredited college or university with major course work in accounting, finance, public administration, or a related field. A Master's degree is desired. A CPA, CMA, CFP or other relevant certification is highly preferred. A minimum of eight (8) years of senior-level experience directing activities in finance and accounting in a non-profit environment is required. Experience in a mission-based cultural institution is a plus.

Critical Competencies for Success

Financial leadership: provide timely, value-added financial information and analysis that will support high-quality decision-making, improve financial and operational performance, and ensure that individuals understand long-term implications of current and future commitments:

- Work closely with the leadership team to develop collaborative, transparent processes for prioritizing activities, allocating resources, and fostering internal communication and openness.
- Develop sophisticated financial and performance management tools that are useful and accessible to the senior leadership group and to the Board. These tools should create a meaningful context for critical resource and strategy decisions.

Strategic and operational leadership: As a member of the senior leadership team, and in an environment characterized by collaboration and passionate support for the Sorority's mission, actively engage and partner with colleagues to drive efficiency and effectiveness across the organization:

- Work to understand key operational decisions and processes and seek collaborative solutions to achieve operational efficiencies while fostering trust in the finance function.
- Break down barriers between divisions; create and enhance structures and systems that support collaboration; and build a sense of shared accountability and organization-wide promise.
- Consult broadly, question assumptions, and create an environment in which continuous improvement; process assessment, and change are expected.
- Establish business practices and implement systems to support, measure, and reinforce service performance.

Leadership and influencing skills: Develop and maintain relationships across the organization that are essential to effective leadership:

- Be accessible and responsive.
- Listen carefully, communicate honestly, and demonstrate a commitment to being a collaborative, solution-oriented individual willing to make and communicate decisions.
- Within the finance unit, be a model coach and mentor. Attract, develop and retain excellent financial and operational talent. Set high standards, assess performance, and establish a high bar of excellence that includes “customer service” to the broader organization.
- Capable of managing difficult situations with tact and diplomacy. The ability to demonstrate flexibility and pivot resources and focus in quickly evolving situations.

TO APPLY

Delta Sigma Theta Sorority, Incorporated is partnering with POLIHIRE to find their Chief Financial Officer. If you are interested in this opportunity, please submit a cover letter outlining your qualifications and your resume to DST_CFO@polihire.com. Please include only your name (Last, First) in the subject line when submitting materials.