



Chief Financial Officer

NatureBridge National Office

About NatureBridge

NatureBridge delivers outstanding environmental science education experiences for more than 30,000 students and their teachers every year in the world's best classrooms: our National Parks. Our mission is to connect young people to the science and wonder of the natural world, igniting self-discovery and inspiring stewardship of the planet. Through our programs, students explore the outdoors, connect with their peers, discover themselves and develop a lasting relationship with science and the environment around them. For more information, [visit our website](#).

Access for All Students

Everyone has the right to explore and play in the outdoors; experience joy and connections; and discover their public lands, but not all kids have the opportunity. At NatureBridge, we work intentionally to bring students from underserved communities to our programs and to offer culturally relevant and transformative experiences in our national parks. Almost 50 percent of our participating schools receive scholarship support and more than 30 percent of our students are from underrepresented communities. The NatureBridge business model is fueled by a powerful combination of earned and contributed revenue.

More than 70 percent of our revenue comes from the tuition associated with our environmental science programs, and the remaining 30 percent comes from donations. As a 501(c)(3), we rely on generous donations to advance our mission, to provide scholarships and to support new curricula development.

What You Will Do

The CFO is a key member of the NatureBridge leadership team with direct responsibility for advising the CEO, staff and Board of Directors on financial and strategic matters. They hold primary oversight and management of finance, accounting and information technology.

This position is full time and permanently remote.





Leadership

You will provide strategic financial leadership, perspective, and guidance as part of the Senior Leadership Team. You will be a key partner in the development of NatureBridge's programs and organizational strategy.

Financial Accountability & Planning

You will develop the annual budget and provide financial reporting and analysis to the CEO, the Board, senior leaders and other budget managers. Your role will be to ensure the organization's financial reserves are suitable for operations and potential future program disruptions. This position also develops and implements NatureBridge's policies and procedures, advises the Controller and collaborates with external audit and tax partners on the annual audit and tax returns.

Staff Management

You will lead the Finance Team, Controller and the Director of IT through coaching and staff development to drive the efficiency and effectiveness of the group. You will also train and educate department managers on the budget process and financial issues.

Compensation

- \$145,000-\$165,000 Annual Salary
- Medical, dental and vision insurance
- Option for a 403b retirement plan with employer match after six months
- Generous paid vacation, training days and sick leave
- Other benefits include Employee Assistance Plan (EAP), Flexible Spending Account (FSA) and more



Students at Olympic conducting water tests



Students hiking in Golden Gate



Who You Are

We are looking for candidates who have:

- Experience in a multi-million dollar, non-profit setting; including sophisticated fund and grant accounting, combined earned/contributed revenue models, compliance, reporting and contract review
- Minimum of 10 years of related experience and/or training or degree equivalent to CPA and/or MBA
- Proven analytical skills with strategic and long-term financial planning experience
- Ability to rapidly develop a deep understanding of the drivers of NatureBridge's financial performance and create financial management strategies that align with organizational goals
- Experience in the management and oversight of Finance, IT and HR systems
- Working knowledge of and experience with outdoor, environmental or K-12 educational institutions
- Proven ability to lead effective teams in a remote setting
- Exceptional professional integrity and commitment to NatureBridge's mission
- Ability to clearly communicate complicated information to a variety of stakeholders, including staff, leadership and board members
- Demonstrated commitment to equity and inclusion in the workplace. We especially encourage you to apply if you are a member of (or have extensive experience working with people from) any communities that are impacted by the historic and current system of oppression that has limited access to environmental education, or the outdoors in general

If you are interested in the role and do not meet every requirement listed, please still apply! We are interested in applicants with unique lived experience and skill sets.

*All NatureBridge Employees are required to be vaccinated against COVID-19. Employees must be fully vaccinated 15 days or more before the employment start date. Here is the link to our full policy: [NatureBridge COVID-19 Vaccination Policy](#). Employment eligibility is contingent on successful completion of a background check.

Why should you join the NatureBridge team?

- We are a mission-driven organization that values your contributions and supports you in making a positive impact on young people and the environment
- You will be able to work remotely with a dedicated and passionate team
- You want to be part of an organization that is invested in growth, self-examination, and creating equitable and inclusive environments for staff and participants

How To Apply

NatureBridge is an Equal Opportunity Employer. Submit your application to our [Online Career Portal](#).