



Seeing beyond disability.

YAI

Chief Financial Officer

New York, NY



## Background

**YAI today:** Today, YAI employs a team of over 4,000 professionals and supports over 20,000 people in the intellectual and developmental disability (I/DD) community. This extraordinary growth shows the ongoing need for these important services and YAI's success in offering them. Headquartered in midtown Manhattan and operating in New York State, New Jersey, and California, YAI now offers more than 300 programs for people of all ages including: day services, clinical services, community and socialization, education, employment support, family support, residential services, as well as crisis and behavior support.

**Our roots:** YAI was founded in February of 1957 out of a small school in Brooklyn, NY. Initially staffed only by Co-Founders Bert MacLeech and Pearl Maze MacLeech, their pilot program served just seven people. From its very beginning YAI has been dedicated to providing innovative services for the I/DD community. They envisioned a "total life adjustment approach, emphasizing individual growth, social responsibility, employment goals, and the development of independence for the individual." At a time when institutional living was the norm for people with I/DD, this vision was nothing short of revolutionary.

**Better together:** At YAI, we are driven by our mission of living, loving, working, and learning. This applies not only to the people we support but to our staff as well. Commitment and passion for the work continue to unite employees and drive the organization forward. Empowering the people we support to reach their goals remains at the heart of our organization.

**Mission:** YAI and its network of affiliate agencies offer children and adults with intellectual and developmental disabilities a comprehensive range of services. YAI is committed to seeing beyond disability, providing opportunities for people to live, love, work, and learn in their communities.

To learn more about YAI, visit [www.yai.org](http://www.yai.org)

## Position

YAI seeks a strategic and mission-oriented Chief Financial Officer (CFO) who will lead financial strategy and systems for YAI and its affiliates. The CFO will be a key strategic partner to the CEO and Board on all fiscal matters, guiding and shaping the organization's financial planning, strategic growth opportunities, cash management, banking, financial controls, and accounting. This role collaborates and engages with other members of the senior leadership team including the Chief Program Officer, Chief Compliance Officer, and Chief Human Resources Officer, to develop and advance effective systems and strategic initiatives.

The ideal candidate is a best-in-class financial leader with the ability to consistently achieve results and see ahead to future possibilities, identifying and implementing innovative strategies increase revenue and profit margin while identifying cost savings. A successful CFO will trust and empower their team while continuing to forge and deepen partnerships

across departments and with external stakeholders and funders. They are deeply analytical with the ability to analyze complex information to effectively solve problems while making good and timely decisions that keep the organization moving forward toward its strategic priorities.

The CFO will lead a team of six direct reports and fifty-five indirect reports in YAI's financial services group. The CFO will also oversee the facilities team, including one direct report and twenty-five indirect reports.

## Responsibilities

### Strategy, Planning, and Innovation

- Partner with the CEO and Executive Leadership team to assess organizational performance against YAI's annual budget and long-term strategy; provide recommendations on both financial strategy and operations based on financial projections, cost identification and allocation, and revenue/expense analysis.
- Oversee long-term budgetary planning and cost management in alignment with YAI's strategic plan; identify financial and operational opportunities for revenue maximization and expense minimization to improve YAI's overall bottom line.
- Identify creative and sustainable new funding streams aimed at bringing YAI into a stronger overall financial position.
- Engage with other members of the Executive Leadership Team to facilitate cross-departmental collaboration that ensures all financial solutions support YAI's strategy, program, and service delivery needs.
- Report to YAI's Chief Executive Officer and Boards for YAI and its affiliates on YAI's financial position and opportunities; generate reports and develop tools to provide critical financial and operational information to the CEO and Board of Directors.

### Financial Management and Systems

- Develop and improve systems and processes, financial policies, and procedures, to increase efficiencies across the organization.
- Ensure a strong system of oversight and administration of all funding sources including government grants and reimbursement, institutional, and individual donor support through accurate and detailed record keeping and reporting.
- Establish strong communication with funders to optimize reimbursement rates and timeliness of payments to YAI.
- Optimize the handling of Lines of Credit and banking relationships; implement appropriate strategies to enhance cash positions.

### Organizational Leadership, Management, and Culture Building

- Lead, coach, and mentor a high-performing team of accounting and finance Directors.

- Contribute to the organization's efforts to build and support an organizational culture of collaboration, respect, and accountability.
- Ensure clear and thoughtful communications with the Board, staff, and other relevant stakeholders, to ensure clarity of mission and vision, as well as an environment of transparency, accountability, and excellence.

## Qualifications

- 15+ years of progressive experience in finance with significant experience managing a large finance team.
- CPA/CGMA both preferred and/or commensurate experience that demonstrates exemplary strategic and financial acumen.
- Demonstrated commitment to serving mission-driven organizations.
- Proven financial leadership in a large, complex organization.
- Experience leading in a multi-site, geographically dispersed non-profit; experience in multiple states a plus.
- Experience with mergers and acquisitions, real estate experience valued.
- Demonstrated ability to develop strong and trusting cross-functional relationships and foster a supportive culture of collaboration and accountability.
- Highly collaborative, with a track record of developing strong relationships with program teams.
- Experience leading a large team; proven track record of strong leadership and collaborative management skills.
- Strong written and verbal communication skills with the ability to engage diverse groups.
- Strategic, creative, and analytical thinker with demonstrated ability to develop and grow innovative programs.

## Salary

YAI offers a competitive compensation package that will include a base salary of \$325,000 - \$350,000 plus eligibility for an annual bonus and participation in a management incentive program, as well as an attractive, comprehensive benefits package.

This position description is based upon material provided by YAI, an equal opportunity employer.

To apply for this position, please click [HERE](#).

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