



Connecticut RISE Network

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Position Profile

Chief Finance & Talent Officer



Overview

The Connecticut RISE Network seeks a dynamic **Chief Finance and Talent Officer (CFTO)** to join its mission-driven team, leading networks where schools work together to use data and improvement methods to promote equitable student outcomes, advancing on-track achievement and postsecondary access for all students. This pivotal role offers an exciting opportunity to lead and innovate within an organization dedicated to ensuring all students graduate with a plan and the skills and confidence needed for college and career success. Based in New Haven, CT, with some in-state travel, the CFTO will oversee the organization's core internal functions, including finance, talent development, and office operations. Additionally, the CFTO will manage a team of specialists and external vendors to ensure operational efficiency and effectiveness. The CFTO is a member of the organization's Executive Team and will provide and support cross-functional innovation to drive greater mission impact.

About Connecticut RISE Network

The RISE Network's mission is to ensure all RISE high school students graduate with a plan and the skills and confidence to achieve college and career success. Founded in 2015, RISE partners with public high schools to lead networks where school communities work together to use data to learn and improve. Through its core and most comprehensive network, RISE partners with nine high schools and eight public school districts, serving over 13,000 students; the majority of RISE students identify as Black, Latinx, and/or low-income. Through scale partnerships, RISE collaborated with 40+ additional high schools during the 2023-24 school year, spanning four states. RISE high schools work together to ensure all students experience success as they transition to, through, and beyond high school by using data to pinpoint needs, form hypotheses, and pursue ideas to advance student achievement.



Professional Characteristics:

1. 10-12+ years of progressive professional experience in finance, talent, and operations.
2. Minimum of four years in a leadership role, managing teams in finance and talent/operations.
3. Proficiency in managing external partnerships and vendor relationships.
4. Experience with managing/overseeing talent acquisition, on-boarding, professional development systems, performance management, and HR systems and compliance.
5. Strong alignment with RISE's mission and commitment to diversity, equity, inclusion, and anti-racism.
6. Experience with non-profit budget development and management, accounting, contracting, longer-term forecasting, and financial/price modeling.
7. Proven ability to develop and monitor key performance indicators (KPIs).
8. Strong team development and leadership skills, with the ability to foster a collaborative and inclusive team environment.
9. Strategic thought partner with experience in organizational leadership and goal advancement.
10. Excellent communication and relational skills to lead and develop diverse teams.

Responsibilities:

Team Leadership

- Oversee and enhance finance, talent, and operations functions.
- Establish and monitor KPIs, ensuring team alignment with organizational goals.
- Promote team coordination and communication through purposeful meetings and work plans.
- Support professional development through coaching, mentorship, and feedback.
- Maintain a positive team climate, fostering diversity, inclusivity, and collaboration.
- Serve on the Executive and Leadership Teams, contributing to organizational strategy and growth.
- Manage key external partnerships and collaborate with other functional teams.
- Oversee project management and KPI tracking systems.

Finance

- Lead the development of the annual budget and provide financial analysis for optimum multi-year budget models.
- Oversee accounts payable, receivable, and ongoing accounting functions with external bookkeepers.
- Serve as finance liaison to the Board of Directors and Treasurer.
- Prepare quarterly financial reports and updates for the Leadership Team and Board.
- Maintain internal financial policies and controls.
- Oversee contracting processes and support efforts to diversify revenue.
- Ensure compliance with financial grant requirements and annual filings.
- Build and recommend financial models to support RISE's strategic plan

Talent Development

- Support all stages of the employee life cycle and talent systems.
- Oversee recruitment, hiring, and onboarding processes.
- Implement performance management systems and support manager capacity building.
- Design and deliver professional learning experiences aligned with KPIs.
- Oversee employee benefits and staff policies.
- Advance diversity, equity, and inclusion initiatives.
- Monitor staff climate and create systems to support morale and retention.
- Strategically align talent acquisition with projected organizational change and growth.

Compensation:

\$160,000-\$210,000 annually with comprehensive benefits including medical, dental, vision insurance, generous PTO, paid parental leave, 401k plan with a 5% match, and more. Most new hires' salaries fall within the first half of the range.

Organizational Information:

The CFTO reports to the Executive Director and manages a team specializing in finance, operations, and talent management. The role also involves managing relationships with multiple external vendors providing key operational services. The CFTO is a member of the organization's Executive Team and works closely with the Board, especially the Treasurer.

Relevant Financial Information:

RISE Network reported roughly \$6.5M in revenue for the year ended June 30, 2023. With roughly 40 staff, it operates with a diversified revenue model, pursuing financial sustainability, and growth, through grants, consulting partnerships, and other funding sources. The CFTO will play a crucial role in maintaining and enhancing these financial systems.

Service Area / Industry Information:

RISE Network serves public high schools across Connecticut, focusing on improving educational outcomes for predominantly Black, Latinx, and low-income students. The organization is recognized for its data-driven approach and continuous improvement practices.

Additional Information:

RISE is committed to creating a hybrid workplace with flexibility to support personal and professional thriving. The organization invests in ongoing professional development and provides the necessary tools and resources for employees to succeed.

Application Process:

Email your resume to Kori Beaman Cheatham at CTRN@DiverseForce.com by 06/14/2024. This is the final date for applications. Please disregard dates noted elsewhere on the job site. Confirmation of receipt of application will be sent by return email. Virtual screening with preferred candidates will be arranged forthwith. No phone calls, please.

