CHIEF FINANACIAL OFFICER

The Diocese of San Bernardino, California seeks a seasoned financial executive with significant experience leading the financial function of a complex organization.

The successful candidate will likely have served as a:

- Chief Financial Officer
- Vice President of Finance
- Controller
- Finance Director
- Senior financial executive with comparable responsibilities

(NOTE: Experience within a Catholic diocese or other Church organization would be valuable but not necessarily be required. Candidates with significant leadership experience in other complex environments—including nonprofit organizations, education, healthcare, foundations, government, or multi-entity organizations—may also bring highly relevant experience.)

Successful candidates should demonstrate substantial experience in several of the following areas:

- Executive-level financial leadership
- Strategic financial planning
- Budgeting and forecasting
- Accounting and financial reporting
- Audit and internal controls
- Cash-flow and treasury management
- Investments
- Capital planning and financing
- Financial policies and compliance
- Financial systems and technology
- Risk management
- Executive and board-level presentations
- Leadership of professional finance teams
- Multi-entity or decentralized organizations
- Organizational and process improvement

LEADERSHIP CHARACTERISTICS

Catholic Identity-Membership as an active member of a Roman Catholic faith community.

Integrity-An exceptional commitment to ethical conduct, confidentiality, transparency, and responsible stewardship.

Strategic Thinking-The ability to understand the broader implications of financial decisions and help leadership anticipate future opportunities and challenges.

Sound Judgment-The ability to analyze complex situations, identify risks, consider alternatives, and provide thoughtful recommendations.

Collaborative Leadership-A leadership style that builds trust and encourages cooperation while maintaining appropriate accountability.

Communication-The ability to translate complex financial information into clear, understandable information for individuals who may not have financial backgrounds.

Courage-The willingness to raise difficult issues, communicate financial risks, and provide candid professional advice respectfully and constructively.

Service Orientation-An understanding that the finance function exists both to safeguard organizational resources and to support those carrying out the mission.

Adaptability-The ability to work effectively in an environment with multiple stakeholders, differing perspectives, and complex decision-making structures

CATHOLIC MISSION AND STEWARDSHIP

The CFO must understand and respect the teachings, mission, and organizational structure of the Roman Catholic Church and be comfortable working within a Catholic diocesan environment.

The successful candidate will recognize that diocesan financial resources are entrusted to the Church to advance its pastoral and ministerial mission.

The CFO must therefore be able to combine professional financial standards with responsible stewardship, accountability, transparency, and sensitivity to mission.

The CFO will not make important financial decisions in isolation. The position requires an ability to provide sound professional advice while respecting the responsibilities of diocesan leadership and the appropriate consultative and decision-making structures of the Church.

EDUCATION AND PROFESSIONAL CREDENTIALS

- A bachelor's degree in accounting, finance, business administration, or a related discipline is required.
- An advanced degree in business, finance, accounting, or a related field is preferred.

- CPA certification is strongly preferred.
- Equivalent combinations of significant executive financial experience and professional credentials may also be considered.

FIRST-YEAR SUCCESS

During the first year, the successful CFO should be able to demonstrate progress in:

- Developing trusted relationships with diocesan leadership and key stakeholders
- Gaining a comprehensive understanding of diocesan financial operations
- Assessing financial reporting, controls, systems, staffing, and processes
- Establishing clear financial priorities
- Strengthening financial forecasting and management reporting
- Identifying significant financial risks and opportunities
- Developing appropriate recommendations for improvements
- Building a collaborative and effective finance leadership team
- Establishing credibility as a trusted financial advisor to diocesan leadership

The successful CFO will ultimately be someone who can combine financial expertise, executive leadership, integrity, relationship-building, and commitment to mission. The Diocese seeks a leader who understands that excellent financial management is not an end in itself. It is an essential component of responsible stewardship and enables the Diocese, its parishes, schools, and ministries to carry out their mission effectively.

Candidates who are attracted to the opportunity to use their professional expertise in service to a meaningful mission are encouraged to consider this important leadership role. Send resume and cover letter describing why this job is a fit for the qualities you possess to: **cfosearch@sbdiocese.org**.

COMPENSATION AND BENEFITS

The Diocese intends to provide a competitive executive compensation and benefits package commensurate with the scope of the position and the qualifications and experience of the selected candidate. Salary range: $145-150K