SPRINGER
School and Center

VICE PRESIDENT, FINANCE & OPERATIONS

CINCINNATI, OH

GilmanPartners
EXECUTIVE SEARCH | TALENT ACQUISITION
LEADERSHIP DEVELOPMENT

ABOUT THE COMPANY

Springer School and Center is an independent, non-profit school located in Cincinnati designed to empower students with learning disabilities to lead successful lives. They believe that all students with learning differences have the ability to succeed educationally, socially, and personally, and to ultimately become responsible for their own learning. Their specialized curriculum and personalized learning strategies help students with dyslexia, ADHD and executive learning challenges build the educational, emotional, and social skills to succeed within and outside the classroom.

THE OPPORTUNITY

- Are you ready to leverage your accounting and finance leadership to advance the mission of Springer School & Center and change the lives of children with learning differences every day?
- Do you enjoy being a strategic and hands-on accounting and finance leader?
- Springer has grown 150% in the past 5 years and is adding a 2nd campus. Would you be excited and interested in leveraging your experience to oversee the facilities infrastructure for two campuses?
- Are you a problem solver who works with a sense of urgency and builds healthy relationships with peers and partners?

ABOUT THIS POSITION

Reporting to the President, the VP Finance & Operations is a key member of the leadership team, responsible for designing and leading a comprehensive financial strategy that supports their mission, values, and growth. This role will oversee all aspects of accounting and finance, which includes campus oversight and facilities master planning. The next VP Finance & Operations must be an inclusive and energetic leader that is adaptive to change and able to implement strategies, processes, and policies to drive and deliver the organization's performance at the highest level. This position is based in Cincinnati, Ohio and onsite every day.

WHAT YOU'LL BE DOING

- Oversee accounting and finance department, including budget development and management goal setting and evaluation. Direct and oversee all financial activities, including financial strategy, cash management, investments, insurance, financial aid administration, accounting and financial reporting, audits, and related activities.
- Oversee facility infrastructure, capital improvements, and ongoing maintenance to ensure grounds are exceptionally matched for an organization of excellence.
- Lead the development and use of best-practice policies, practices, and tools that ensure a well-controlled yet flexible organization with strong fiscal management, project management, cross-team communications and workflow.
- Develop and update financial policies and procedures (in conjunction with the President, Senior Leadership Team, and Board of Directors as applicable) to ensure an effective system of internal controls.
- Develop and manage a comprehensive system of facility improvement projects that span two separate campuses.
- Manage and assess IT and maintenance vendors for multiple campuses to achieve exceptional results.
- Assess financial and operational risks on an ongoing basis. Update procedures and/or advise President on methods to decrease risk and protect and preserve the critical assets of the organization.
- Prepare accurate monthly financial statements for the Board Finance Committee and other internal and external stakeholders in a timely manner.
- Oversee cash flow planning to ensure availability of funds as needed, that invoices are paid in accordance with funding restrictions, and, under the guidance of the Finance Committee, that excess cash is responsibly invested.
- Coordinate the development of the annual operating, capital, and program budgets. Provide budget-to-actual reporting throughout the year and provide variance analysis.
- Maintain regular forecasting to account for changes to planned funding and/or expenses.
- Ensure knowledge and compliance of federal, state, and local grant regulations, contracts, timelines, and reporting requirements; develop/maintain systems necessary to ensure compliance and maintain records in an audit-ready format.

WHAT YOU'LL BE DOING CONTINUED

- Support administration of the Board of Directors by assisting the President with board planning, development, communication, committee leadership and engagement
- Oversee procurement of goods and services and ensure that procurements are conducted in accordance with newly developed procurement policies and applicable regulations.
- Ensure that confidential financial information is protected and work with other departments to ensure the same.
- Comply with federal, state, and local financial requirements
- Develop and maintain strong relationships with legal advisors, banks, investment managers, and the Ohio Department of Education and Workforce.

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in accounting or finance
- MBA or CPA preferred but not required
- 10+ years of accounting and finance leadership experience within a non-profit, corporate environment, or preferably in an education environment
- Experience overseeing facilities including maintenance, renovation, construction, and capital project management preferred
- Experience with regulatory compliance, and the ability to read regulations and translate into policies and procedures is preferred
- Experience with Quick Books is strongly preferred
- Excellent Excel skills
- Experience managing a team including recruitment, training, and development of talent.

PREFERRED CANDIDATE ATTRIBUTES

- Passion for and belief in Springer's values, mission, vision, and fundamentals.
- Embraces inclusivity and is respectful of a wide range of faiths, beliefs, and life experiences.
- Transparent and high integrity leadership.
- Strong goal-orientation, with inclination toward data and impact measurement; ability to interpret and respond to data.
- Excellent relationship building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders.
- Ability to work in a team environment with commitment to achieving organizational goals.
- Ability to exercise sound judgment with steadfast resolve and personal integrity.
- Ability to communicate effectively, both in speaking and writing with both financial and non-financial staff.
- Flexible and self-directed; able to multi-task while also being highly detail oriented.

THE PAYOFF

- The opportunity to make a meaningful impact on the lives of children, families, and educators.
- A collaborative, mission-driven culture that values innovation and inclusiveness.
- Compensation includes a base salary plus a competitive bonus, benefits package, and PTO.

Please visit Gilman Partners' website to apply.

Michele Plessinger
Partner, Executive Search Consultant
mplessinger@gilmanpartners.com

Erica Drinnen
Executive Search Consultant
edrinnen@gilmanpartners.com

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Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to apply.