



RIVER  
PARTNERS

## The Opportunity

California's freshwater environment and communities face daunting challenges. Most notably, a changing climate is increasing the frequency and intensity of droughts, wildfires, and floods—at the same time communities, farms, and wildlife that rely on freshwater ecosystems are struggling.

But, this is also an energizing time for conservation in California.

Leaders at all levels and across the political spectrum have made bold conservation commitments and launched historic initiatives to create a thriving future for our state. These same leaders are looking to proven, trusted organizations like River Partners to turn pledges into progress with boots-on-the-ground action to increase the pace and scale of restoring California's essential ecosystems, supporting the diverse communities that rely on them.

River Partners seeks a dynamic Chief Finance and Operations Officer (CFOO) to build on our distinguished track record of success in helping California thrive.

### JOB DESCRIPTION

**JOB TITLE:**

Chief Finance and Operations Officer (CFOO)

**LOCATION:**

Chico or Sacramento, CA

**REPORTS TO:**

President



# About River Partners

A tenacious nonprofit founded in 1998, River Partners brings life back to California rivers.

We advance an innovative model of conservation that harnesses the power of restored riverways to create a thriving future for the states' environment and economy. We revive and reconnect river landscapes, wildlife corridors, and critical watersheds across California. We achieve this by blending modern farming practices, cutting-edge science, and diverse alliances.

Working across nearly 20 watersheds statewide, River Partners has restored more habitat along impaired California rivers than any for- or non-profit organization in the West and is the only nonprofit driving large-scale floodplain reforestation in the river-rich Central Valley. Each year, we plant hundreds of thousands of native trees, shrubs, and grasses across thousands of acres along California's most imperiled rivers. We achieve this bold action using public funding through a variety of transaction types that demand the highest level of administrative rigor and transparent reporting, including public works contracting, reimbursable public grants, and conservation easements and incentive payments.

River Partners is headquartered in Chico—with offices in Sacramento, Colusa, Modesto, and San Diego.

Read more about River Partner's statewide impact in our latest [annual report](#).

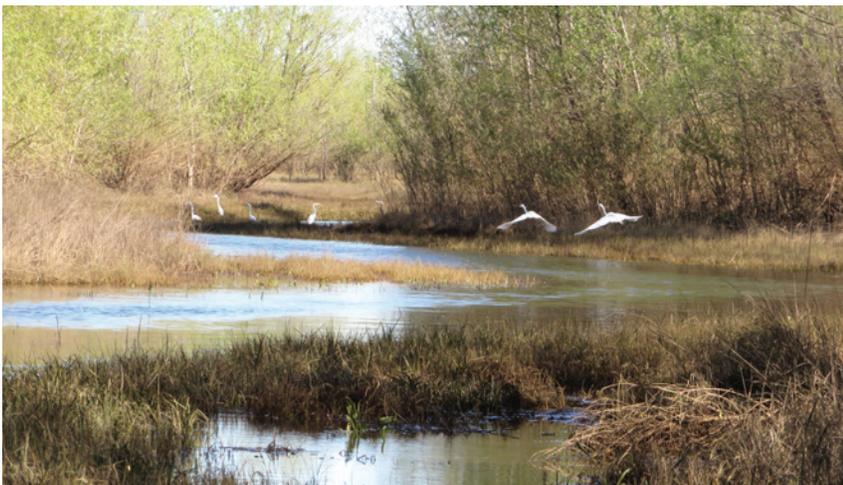


# Our Programs

River Partners relies on diverse partnerships to leverage the work of our team of 70 farmers, scientists, managers, and fundraisers to respond to growing calls from local, state, and national leaders to greatly increase ecosystem conservation and restoration. We work largely on other peoples' land with other peoples' money, and so have a deep culture and commitment to partnership and service.

We manage special programs in reforestation and carbon sequestration, native seed farming and genetic conservation, endangered species recovery, farmland acquisition and habitat revitalization, and multi-benefit regional water planning in environmentally impacted regions throughout the state. We are project-focused, spending more than 90% of revenues toward on-the-ground outcomes for the environment such as floodplain reforestation and river channel reconstruction.

Our organizational finance model consists of a successful non-profit "earned income" foundation and growing philanthropic program. As such, we are both entrepreneurial in our business approach and focused on cultivating private donations from individuals, foundations, and corporations with clear financial campaigns and reports. We have recently deployed an ERP system with integrated CRM that provides rapid, accurate, and focused reporting on organizational-management dynamics, including project budgets, resource allocations, client relationships, and public funding forecasts.



# Position

River Partners seeks a dynamic, seasoned professional to expertly manage our organizational finances and resources as we grow in capacity and expand in our impact. The CFOO plays a vital role in both supporting growth through optimizing organizational function AND supporting the expansion of our work through creative financial management and leveraging the conservation finance sector. The ideal candidate has an innate passion for organization-building and a head for business. A successful CFOO will manage risk and optimize organizational efficiency to launch River Partners into game-changing conservation ventures such as deploying resource credit sales (such as carbon, biodiversity and water) to leverage a growing footprint of reforestation, and acquiring land and easements to secure water sustainability in over-allocated watersheds. Working with the President, this senior-level executive directs and oversees all financial activities of River Partners and its subsidiaries and programs. They manage and deploy organizational policy and procedure updates to optimize mission delivery and manage risk. Serving as treasurer for our Board of Directors, they work with a team of seasoned administrators to manage an organizational budget exceeding \$15 million comprised primarily of public funds, communicating risk and trends to the Board.

They support a team of talented fundraisers to prepare proposals and pitches based in sound organizational financial planning and compliance with state and federal regulations. Finally, they communicate our financial story to varied external audiences in support of our business pursuits and philanthropic partnerships.

## Essential Functions

- Work on a collaborative leadership team with director-level staff to build organizational culture and capacity, lead annual operational planning, and participate in strategic planning with our Board
- Achieve measurably higher return on investment portfolio and earned-income projects through selective risk exposure and active portfolio management
- Work directly with major clients and philanthropic prospects to develop and report on meaningful financial benchmarks and mission-focused operating metrics
- Direct the use, evaluation, and regular updating of our ERP system: DelTek VantagePoint and organizational data hub in Microsoft Sharepoint
- Streamline risk management by maintaining strong banking relationships and overseeing payroll processing, benefits administration, and human resources functions

# Position

- Directly supervise staff and multiple vendors including accountants, auditors, human resources, and information technology/security functions
- Evaluate existing payroll/independent contractor/prevaling wage issues and implement new salary structures as needed
- Provide oversight over all commercial, legal, and regulatory matters; client negotiations; procurement; compensation; and profitability models
- Direct oversight of all accounting issues, including acquisition, revenue recognition, inventory valuation and accounting, asset valuation, and restructuring
- Develop policies, procedures, QA/QC plans, and standards using current protocols that are compliant with relevant regulations
- Create performance reporting systems from RFP to award based on price, service, and project quality
- Provide decision support in implementation of new projects from RFP through contract negotiation to active customer stage
- Other duties as required

## Desired Skills and Qualifications

- Minimum of eight years of experience in financial oversight of land conservation and ecosystem restoration or related field managing annual budgets of \$10-15 million
- Expert in contract negotiations, and public funds and labor administration
- Ability to represent River Partners to a broad spectrum of agency, community, finance, private, and governmental organizations
- Skilled team leader with a passion for growth and teamwork
- Commitment and enthusiasm to elevate River Partners' mission and impact statewide
- CPA designation preferred
- Masters degree in accounting, finance, or business administration
- Excellent verbal, analytical, organizational, and written skills
- Experienced with DelTek VantagePoint and Microsoft Office Suite including Sharepoint



# Compensation

Salary is commensurate with experience, anticipated to range between \$140,000 and \$160,000 annually. River Partners offers a generous benefits package, including ample holidays and paid time off, flexible hours, remote work up to 60% time, medical insurance, and up to 4% 401K matching.

# Term

The position is an at-will position.

# How to Apply

Please [email](#) a cover letter and complete resume. This position is open until filled. Please no calls at this time. We anticipate contacting stellar candidates regarding next steps by late February, 2022.

## Equal Employment Opportunity

River Partners is an Equal Opportunity/Affirmative Action (EEO/AA) employer. All qualified applicants will receive consideration without regard to race, color, national origin, sex, sexual orientation, genetic information, gender identity, religion, age, status as a protected veteran, status as an individual with disability, or any other protected group status or non-job-related characteristic as directed by law.

