

About Sunrise

Sunrise Movement is dedicated to stopping climate change and creating millions of good jobs in the process, by building an army of young people to make climate change an urgent priority across America, end the corrupting influence of fossil fuel executives on our politics, and elect leaders who stand up for the health and wellbeing of all people. In November 2018, following our 6-month 75-person electoral organizing fellowship, Sunrise Semester, we launched the campaign for a Green New Deal alongside Alexandria Ocasio-Cortez. In 2019 and 2020, Sunrise continued fighting for a Green New Deal and elevating the urgency of climate change in the public and the media. We also launched our Green New Deal champions by endorsing candidates across the nation fighting for a livable future. Since then, we have exploded to over 500 local hubs located in every state in the country, and currently support a staff of 100+ people located across the country. We are shaping the narrative around climate change while also standing in solidarity with other movements. Sunrise Movement Education Fund, 501(c)3, and Sunrise Movement, 501(c)4, are organizations dedicated to supporting the mobilization and leadership of Sunrise Movement.

Sunrise is an impassioned, fast-paced, ambitious, and creative environment where we constantly strive to build the multiracial, cross-class movement we know we need. Join us in our commitment to a just and equitable future.

About the Position

Sunrise is hiring a Chief Financial Officer (CFO) to lead financial operations for its suite of organizations: Sunrise Movement Education Fund, a 501(c)3; Sunrise Movement, a 501(c)4; and Sunrise PAC, a federal political action committee. The CFO will work closely alongside the Executive Director, Operations Director, and leadership team as they own the internal transformation and maintenance of the organization's financial infrastructure and culture as it embarks upon its next strategic arc through 2024. The CFO will also work closely with the Executive Director to oversee the direction of the organization's and movement's financial systems and will partner effectively with the boards and key teams including Operations, Fundraising, Human Resources, Organizational Development, Data, and Legal. The CFO will focus in part on building, updating, and maintaining systems that match both the current scale of the three organizations (following a period of rapid growth) and the envisioned scale in the future. The CFO will manage 3-4 staff and provide direction and inspiration in the Operations Division to ensure efficient and innovative day-to-day operations including spending, tracking, and budgeting to support a 100+ staff and multi-million-dollar operation. The CFO will engage in regular consultation with the Finance Department, committees, and boards to make large-scale recommendations for Sunrise's financial and programmatic work.

Sunrise seeks an innovative, ethical problem-solver who is passionate about building trusted, collaborative relationships. The CFO will work toward a shared vision for more efficient and resilient systems to support financial sustainability and Sunrise's ambitious aims. An effective CFO will be approachable and emotionally intelligent; detail-oriented and diligent; undaunted by change; and ready to take strategic risks aligned with our value of advancing racial justice through bold climate action.

Core Responsibilities

- **Organizational Strategy and Planning (20%)**
 - In partnership with the Executive Director and Operations, HR, and Fundraising Leadership, guides and monitors organizational strategy by providing financial analysis to support prudent decision-making by Sunrise Leadership
 - Works with the boards and finance committee providing regular financial updates
 - Reports key financial metrics to staff, committees, boards, and the movement to advise strategic decision-making
 - Maintains knowledge of financial best practice and conducts industry benchmarking to inform strategy development

- **Team and Project Management (45%)**
 - Embodies and promotes Sunrise's Principles and actively contributes to efforts to build a multiracial, cross-class movement
 - Builds team culture and supports team members' learning and professional development
 - Enhances organizational financial acumen across the organization by supporting the finance team in providing hands-on support, training, and guides to staff
 - Directly manages 3-4 leaders in the Operations Division
 - Leads the Finance Department in setting annual and quarterly goals, prioritizing competing demands, and managing systems to keep the team on track with their goals
 - Coordinates organizational leadership to set annual budgets across the organizations (c3, c4, and PAC) and track budget-to-actuals on a quarterly basis
 - Supports finance staff in setting budget-to-actual rhythms and systems for Departments as well as tracking budgets for events and programs
 - Ensures the finance team executes a timely and accurate annual audit preparing progress updates to the boards and Steering Team on a quarterly basis
 - Works closely with Financial Controller and finance staff to delegate tasks and track audit progress

- **Financial Management and Oversight (15%)**
 - Leads financial strategy, priority-setting, and planning aligned to Sunrise's mission and goals
 - Oversees budgeting, forecasting, reporting, financial analysis, and accounting
 - Oversees intercompany reconciliation and related party transactions
 - Supports annual audit reviewing c3 and c4 books and intercompany balance before submission to auditors

- **Financial Reporting and Coordination (20%)**
 - Maintains Financial Dashboard for the organization
 - Sends appropriate financial reports to staff and the movement
 - Coordinates reporting rhythms with Finance and Fundraising Staff

Required Experiences & Skills

- Exceptional analytical skills including budget creation and monitoring mastery and understanding of financial planning, forecasting, and modeling
- Has a minimum of 7-10 years of increasingly responsible finance experience
- Experience streamlining financial operations and systems at a growing organization with cross-functional planning
- Proven track record managing diverse teams with an ability to coach, develop, and train others and give direct and consistent feedback
- Ability to prioritize and manage multiple projects simultaneously, meeting frequent deadlines

- and resolving complex issues and competing needs under pressure
- Advanced level competency with QuickBooks Online or similar financial system or Enterprise Resource Planning (ERP) systems
 - Strong orientation toward collaboration
 - Excellent written and oral communication skills
 - Strong alignment to our commitment to social justice, equity, and inclusion that informs both larger scale and day-to-day work decisions, as well as management style
 - Understanding of how racism, classism, ableism, and patriarchy show up in organizational structures and policies, and an ability to create policies that are actively anti-racist and promote more accessible organizational structures
 - Demonstrated understanding of one's own cultural identity and ability to work across lines of class, race, gender, ethnicity, and ability

Preferred Experiences & Skills

- Has managed a budget of over \$10 million annually
- Has familiarity or direct experience with non-profit 501(c)3, 501(c)4, and PAC finance and/or accounting management
- Experience shepherding an organization through a strategic and cultural shift
- Experience on an executive team for a movement or non-profit
- Experience with outside accounting, insurance, or other regulatory agencies for audit or other reviews
- Experience working with Tableau and Abacus
- Experience or interest in decentralized finance and financial equity across organizations
- Has a CPA, CMA and/or MBA

Compensation & Benefits

The salary for this position is currently targeted to be at least \$120,000 annually, commensurate with experience. Sunrise has a unique, needs-based compensation policy in which all staff are able to choose the compensation rate that best meets their needs within the approved range. Sunrise offers compelling benefits including 100% paid premiums for health care, dental, and vision; unlimited paid vacation days; sick days; and an annual professional development fund.

How To Apply

Sunrise is partnering with [Walker and Associates Consulting](#) – a Black woman owned and led strategic management consulting and search firm – for recruitment. To apply, email a single PDF file containing a cover letter, resume and list of three references (candidates will be notified in advance of any outreach to your references) to sunrisemovement@walkeraac.com on or before 5:00 p.m. PT on January 21, 2022. Use the subject line: CFO. Resume review begins immediately. *Questions or Nominations?* Contact Jeannine N. Walker, President and CEO, at jwalker@walkeraac.com.

