

## Employment Opportunities

EO-451

June 11, 2024

“Employment Opportunities” (EO) is a job clearinghouse for non-profit organizations. A one-time listing in Positions Available for LeadingAge Wisconsin members/subscribers is \$50 for a direct reply and \$75 for a blind ad. The fee for non-members for a onetime listing in Positions Available is \$100 for a direct reply and \$125 for a blind ad.

Employment Opportunities are typically included in our *Member Updates* newsletter. Ads submitted also are displayed on the LeadingAge Wisconsin website which can be found at:

[www.leadingagewi.org/services-education/employment-opportunities](http://www.leadingagewi.org/services-education/employment-opportunities).

### **EO-1042      CFO – West Bend, Wisconsin**

#### **POSITION SUMMARY:**

Reporting to and partnering with the CEO, the CFO will play a critical role in developing and implementing the financial strategy for Cedar Community. As a member of the Executive Council, the CFO will be an advisor to the divisional leaders, evaluating and assisting them with their financial plans and economic modeling. He/she will be responsible for developing the organization’s overall financial policies while overseeing all fiscal and fiduciary responsibilities for the organization in conjunction with the Board of Directors and the finance and investment committees of the Board.

#### **ESSENTIAL FUNCTIONS:**

- Assess the organizational performance against both the annual budget and the long-term strategy to develop tools and systems to provide critical financial and operational information to the CEO and make actionable recommendations on both strategy and operations. The following are functions related to the duties:
- Oversee all financial operations of the organization, ensuring compliance with regulatory standards and best practices per Generally Accepted Accounting Principles, and Office of Management and Budget audit requirements.
- Provide strategic financial guidance to the Board of Directors and executive leadership team, including budget preparation under the direction of the CEO.
- Lead the development and implementation of financial strategies to support the organization's mission and goals.
- Manage and mentor a team of financial professionals, fostering a culture of excellence and collaboration.
- Collaborate with other department leaders to develop and execute strategic plans for sustainable growth.
- Utilize strong analytical skills to identify opportunities for revenue enhancement and cost containment.
- Develop detailed financial models for new initiatives and reimbursement methodologies.
- Ensure effective communication of financial policies, procedures, and reports to internal and external stakeholders.

- Responsible for development, interpretation, coordination, and administration of the organization's policies and procedures regarding finance, accounting, tax, reimbursement, insurance, materials management, purchasing, auditing, and internal controls.
- Keeps abreast of governmental regulations and actions affecting reimbursement to Cedar Community divisions, and communicates information appropriate to staff to assure effective collections and compliance with regulations. Advises management of changes and adjusts policies and procedures to maintain compliance.
- Develop a reliable cash flow projection process and reporting mechanism that includes minimum cash threshold to meet operating needs.
- Communicates and maintains positive working relationships with external parties providing financial services, including banks, lenders, investment advisors, insurance companies, investment bankers, and associated governmental agencies.
- Monitors bond covenants to assure that requirements are met including quarterly and annual reporting. Arranges for surety bonds or other financial instruments as required by law, lender agreements, or facility policy.
- Monitors debt structures to assure effectiveness in reaching organizational goals. Takes leadership under the direction of the CEO and Board of Directors in negotiating changes in debt structure.
- Other duties as assigned.

### **Job Requirements**

- This position requires 15+ years of experience with 10+ in a leadership role in financial management, likely gained within a healthcare provider organization / health system (i.e., acute care, post-acute care, long term care, LTAC, home health).
- Bachelor's degree in accounting and CPA required; Master's Degree in Accounting, MBA, strongly preferred.
- Proven track record of successfully leading financial teams and driving positive outcomes.
- Experience working with a Board of Directors and providing financial oversight.
- Strong business acumen with excellent analytical and critical thinking skills.
- Outstanding written and verbal communication skills, with the ability to articulate complex financial concepts to diverse audiences.
- Demonstrated ability to develop and implement strategic plans within a complex organizational structure.
- Proficiency in technology solutions and financial software applications.
- A collaborative and flexible style with a strong service mentality.

Interested candidates can email resume to Tracy Blaubach at: [tblaubach@cedarcommunity.org](mailto:tblaubach@cedarcommunity.org)