



POSITION OPPORTUNITY

# CHIEF FINANCIAL OFFICER



**Jewish Community Center  
of Greater Baltimore**  
*An agency of The Associated*

## THE OPPORTUNITY

The Jewish Community Center (JCC) of Greater Baltimore seeks an accomplished and visionary Chief Financial Officer (CFO) to join its Executive Leadership Team during an exciting period of organizational growth, innovation, and community impact. Reporting directly to the Chief Executive Officer, the CFO will serve as a strategic partner and trusted advisor, providing financial leadership for one of the region's most respected nonprofit organizations.

The CFO will oversee the financial operations of a complex, mission-driven organization with an annual operating budget exceeding \$24 million, two campuses, 17 program areas, and more than 60,000 annual participants. This executive will ensure the organization's long-term financial health while advancing operational excellence, data-informed decision-making, and organizational sustainability.

As a member of the leadership team, the CFO will contribute to enterprise-wide strategy, guide financial planning, strengthen organizational systems, and support the JCC's continued growth and impact throughout the Greater Baltimore community.

## POSITION SUMMARY

The CFO is responsible for the overall financial leadership, stewardship, and management of the JCC. This executive oversees accounting, budgeting, forecasting, treasury management, audit, compliance, financial reporting, business operations support, and financial systems.

The CFO will lead efforts to strengthen financial planning and analysis capabilities, improve organizational reporting, enhance technology utilization, and develop data-driven tools that support decision-making across all levels of the organization.

This leader will work closely with the Board Treasurer and will serve as the primary staff liaison to the Board of Directors' Finance & Audit Committees. The CFO will also work closely with the CEO, department reports, senior leadership team, Board members, external auditors, banking partners, and key stakeholders.



## CANDIDATE PROFILE

The ideal candidate is a strategic, collaborative, and mission-driven financial leader who combines technical expertise with exceptional judgment, communication skills, and business acumen. The CFO will operate at the strategic level with the Board and Executive Team while also ensuring excellence in day-to-day financial operations.

The successful candidate will possess a demonstrated track record of progressive leadership success within complex organizations and a commitment to mission-driven work.

## STRATEGIC PRIORITIES FOR THE INCOMING CFO

- Develop and support the accounting team of five with a plan to expand the CFO scope to include Information Systems & Data Analytics.
- Enhance organizational reporting and business intelligence tools.
- Strengthen long-range financial planning and forecasting capabilities.
- Optimize financial systems and technology infrastructure.
- Improve decision-making through the effective use of data.
- Improve operational efficiencies across departments.
- Build financial literacy and accountability throughout the organization.
- Develop metrics and dashboards that demonstrate organizational performance and impact.
- Ensure financial resources are aligned with mission-driven priorities.

## QUALIFICATIONS & EXPERIENCE

- Minimum of 7-10 years of progressively responsible financial leadership experience.
- Significant experience overseeing accounting, budgeting, financial planning, reporting, and compliance functions.
- Experience developing and managing high-performing teams.
- Strong understanding of financial controls and audit processes.
- Demonstrated ability to translate financial information into actionable business insights.
- Strong communication and presentation skills.
- Experience partnering with executive leadership and governing boards.
- Knowledge of nonprofit accounting standards, restricted funds, grants management, and fund accounting is preferred but not required.

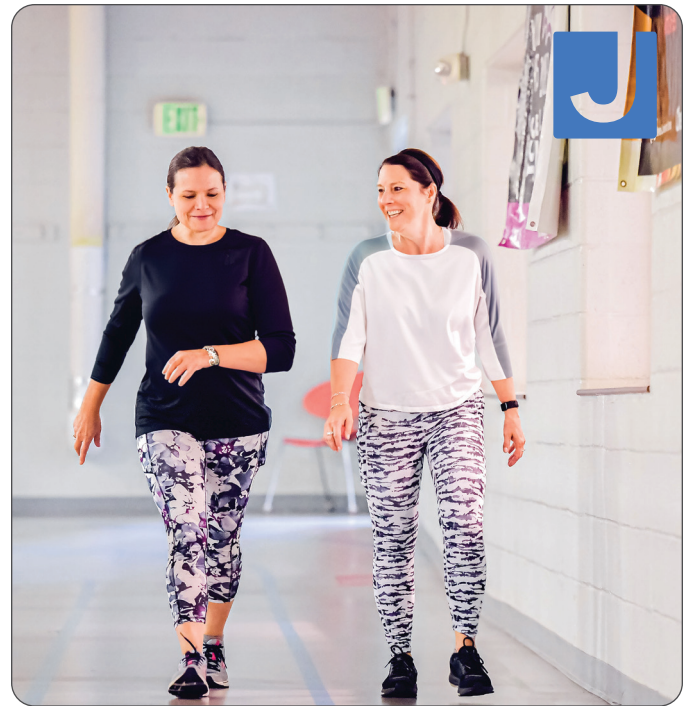


## ABOUT THE JEWISH COMMUNITY CENTER OF GREATER BALTIMORE

The JCC of Greater Baltimore has served the community for more than 170 years and is the oldest JCC in North America. Founded in 1854 to serve Baltimore's Jewish community, the JCC today proudly welcomes and serves individuals and families of all backgrounds.

The organization operates two campuses in the Baltimore metropolitan area and offers a range of programs and services, including:

- Early childhood education and preschools
- Summer camps and youth development programs
- Health, wellness, and fitness facilities
- Arts, culture, and enrichment programming
- Jewish learning and engagement opportunities
- Senior adult programs and community services



### COMPENSATION & BENEFITS

The anticipated salary range for this position is \$180,000 – \$210,000, commensurate with experience and qualifications. The JCC offers a comprehensive benefits package including program discounts.

### EQUAL OPPORTUNITY EMPLOYER

The Associated: Jewish Community Federation of Baltimore and its Agencies are equal opportunity employers, dedicated to a policy of non-discrimination in employment on the basis of race, religion, color, sex, national origin, age, marital status, citizenship, veteran's status, physical or mental disability that does not prohibit the performance of essential job functions (with or without reasonable accommodation) or any other basis protected by federal, or applicable, state or local law.

### HOW TO APPLY

EMD Consulting Group is proud to partner with the Jewish Community Center of Greater Baltimore on this search. Applications will be reviewed on a rolling basis, and early submission is encouraged.

Interested candidates should submit a resume and cover letter with "JCC of Greater Baltimore" in the subject line to:

[search@emdconsulting.com](mailto:search@emdconsulting.com)

The application period will remain open until July 30, 2026.



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