

The Nature Conservancy



DIRECTOR OF FINANCE AND COMPLIANCE

Remote Position

DRi Waterstone
HUMAN CAPITAL

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THE NATURE CONSERVANCY

Founded in 1951, **The Nature Conservancy (TNC)** is a global conservation organization dedicated to conserving the lands and waters on which all life depends. Guided by science, TNC creates innovative, on-the-ground solutions to the world's toughest challenges so that nature and people can thrive together. TNC is tackling climate change, conserving lands, waters, and oceans at an unprecedented scale, providing food and water responsibly, and helping make cities more sustainable. One of the organization's core values is its commitment to diversity. Therefore, TNC strives for a globally diverse and culturally competent workforce. Working in 79 countries and territories, including all 50 states, TNC uses a collaborative approach that engages local communities, governments, the private sector, and other partners.

The mission of The Nature Conservancy is to conserve the lands and waters on which all life depends. To do this, the organization relies on its network of scientists and volunteers, as well as individuals, governments, local nonprofits, and corporations.

TNC prides itself on its **core set of values**, which characterize how the team conducts themselves in their drive for tangible, lasting results. Specifically, TNC strives for integrity beyond reproach; respect for people, communities, and cultures; commitment to diversity; one Conservancy working across borders to achieve collective goals; and achieving tangible, lasting results.

Let's Planet Together!

Guided by science and equity, TNC finds paths to solve climate change and biodiversity loss. They're determined to make a major difference by 2030.





GOALS

Goals for 2030!

TNC is racing to hit these targets to help the world reverse climate change and biodiversity loss.



3B

Avoid or sequester 3 billion metric tons of carbon dioxide emissions annually—the same as taking 650 million cars off the road every year.



100M

Help 100 million people at severe risk of climate-related emergencies by safeguarding habitats that protect communities.



650M

Conserve 650 million hectares—a land area twice the size of India—of biodiverse habitats such as forests, grasslands and desert.



4B

Conserve 4 billion hectares of marine habitat—more than 10% of the world's oceans—through protected areas, sustainable fishing and more.



1M+30M

Conserve 1 million kilometers of rivers—enough to stretch 25 times around the globe—plus 30 million hectares of lakes and wetlands.



45M

Support the leadership of 45 million people from Indigenous and local communities in stewarding their environment and securing rights.



CARBON EMISSIONS

Reduce or store 3 gigatons of CO2 emissions yearly.

HELPING PEOPLE

Benefit 100 million people.

OUR OCEAN

Conserve nearly 10 billion acres of ocean.

HEALTHY LANDS

Conserve 1.6 billion acres of land.

FRESHWATER

Conserve more than 620,000 miles of rivers.

LOCAL LEADERS

Support 45 million local stewards.



OVERVIEW

The **Director of Finance and Compliance** will provide overall direction and leadership for the Finance and Compliance functions within the Marketing and Communications (MAC) division of 330+ employees and an operating budget of \$50M+. This pivotal role requires a strategic thinker with an ability to present scopes of work and operations related strategies to a broad audience. As a proven influencer, the successful candidate will possess exceptional communication skills and an ability to story-tell the dynamics of the department both internally and externally. strong background in finance, risk management, and compliance.

ESSENTIAL FUNCTIONS:

The Director of Finance and Compliance will work towards meeting the strategic priorities of the Business Unit (BU) by leading financial operations and ensuring compliance across the division. They are responsible for identifying and mitigating financial and operational risks, as well as developing process and solutions to streamline operational requirements and policies, that serve the MAC division.

They will be responsible for directing the central management of all contracts and purchasing needs for the MAC Division. They will also be responsible for managing and communicating complex and administrative tasks related to compliance, including internal Standard Operating Procedures, contractual management, lobbying, and regulatory filings. They will reinforce consistency in the organization's policies and procedures and provide direction related to operations. They identify strategies to mitigate risks and ensure compliance requirements are followed in the implementation of marketing initiatives globally. They oversee the full contractual cycle, and serve as a subject matter expert, providing high-level operational guidance and processes, elevating risks, opportunities, and solutions, as appropriate.

The Director will monitor financial performance and provide insights to drive decision-making and improve cost efficiency at a top level. They will be responsible for directing complex and administrative tasks related to finance management, data, and compliance. They will work with teams to establish and track measures that are indicators of progress and success. They will be responsible for leadership team engagement in the financial management and financial sustainability of MAC, including the presentation of financial information to the MAC Leadership Team, central Finance team members, and executives.

The Director will be responsible for establishing effective communications and guidelines, ensuring that relevant operational information is disseminated and adhered to. They will provide consultation, guidance, and oversee training programs in finance and operations to the BU. They will direct diverse activities, develop complex practices and processes, project outcomes, and initiate changes in order to improve effectiveness. They will serve as the sponsor for the enhancement of systems and tools used by the program. They will also manage priority vendor relationships.



THE OPPORTUNITY

RESPONSIBILITIES & SCOPE

- Establish a vision for areas of responsibility, identify key challenges, and deliver targeted recommendations and outcomes.
- Lead diverse activities, develop complex processes, project outcomes, and initiate solutions in order to improve effectiveness and ensure program accountability.
- Ensure functional program meets commitments and is managed for ethical compliance with Conservancy policies and procedures, financial standards, and legal requirements.
- Oversee and manage their business unit's compliance regarding data, information and record management, and youth safety programs.
- Develop and monitor budget, forecast, sustainability, and strategic financial plans and funding models.
- Provide timely and accurate financial reports and analysis to the leadership team, budget managers, and project managers.
- Oversee general accounting duties, including basic journal entries for transfers, loans, accruals, deferred revenue and expense corrections, and other activities such as purchasing, processing invoices, negotiating, and contracting with vendors.
- Review and monitor income statement and balance sheet (including pledges) items at month and year-end close.
- Lead a high-performing team, including recruitment, provide professional development, establishing clear directions, developing "stretch" objectives, and overseeing the execution of day-to-day work.
- Ensure contracted vendors carry required insurance coverage and that appropriate documentation is obtained and maintained.
- Direct or participate in negotiations for complex, high profile or sensitive agreements.
- Exercise leadership in strategic and tactical manners, works with fellow leaders to establish and evaluate policies and/or long-term program.
- Maintain confidentiality of frequently sensitive and emotionally charged information.
- Ensure strategic goals and objectives are met; decisions may affect public image, impact multiple programs, and bind the organization financially or legally.
- Act independently and resolve complex issues within program area.
- Minimize legal risk to the Conservancy and ensure legal compliance with applicable state and local regulations.
- Manage or oversee activities related to in-country legal, labor and financial compliance.
- Supervise one or more administrative or professional staff.
- Other related duties as assigned



THE CANDIDATE

The ideal candidate will be a proactive leader, who serves as a solution-finder for serving the goals of the MAC division. As a capable financial performance driver, the successful candidate will maintain the highest levels of integrity and ethical standards, lead with accountability, and communicate to all stakeholders with exceptional acumen.

They will serve as a trusted advisor and will require strong stakeholder engagement and maintaining close relationships with internal and external stakeholders, including the Legal and Finance teams, Ethics and Compliance team, auditors, and employees across the MAC division.

MINIMUM QUALIFICATIONS

- Bachelor's degree and 9 years related experience or equivalent combination, including 3 years managing operations functions and experience working at a senior level;
- Financial/accounting experience;
- Experience generating financial reports and analyzing and interpreting data;
- Experience developing and administering departmental budget or equivalent;
- Experience conceiving, developing, and managing multiple projects and strategic goals;
- Management experience of a large multidisciplinary team, including planning and delivering budgetary responsibilities;
- Experience working in a large, complex organization; and
- Experience, coursework, or other training in principles, practices, and procedures of relevant field.
- Demonstrated experience handling confidential information.

DESIRED QUALIFICATIONS

- Multi-lingual skills and multi-cultural or cross-cultural experiences are appreciated.
- Advanced understanding of best practices in non-profit management.
- Experience managing a geographically dispersed team.
- Experience managing contracts.
- Expert knowledge of current and evolving trends in relevant discipline.
- Proficiency in working independently as well as jointly with colleagues on a team.
- Account degree and CPA certification.
- Non-profit GAAP accounting experience.
- Experience providing support in HR processes.



ORGANIZATIONAL COMPETENCIES

Builds Relationships

- ❖ Builds productive relationships by interacting with others in ways that enhance mutual trust and commitment.

Collaboration & Teamwork

- ❖ Works collaboratively with stakeholders across levels, geographies, backgrounds, and cultures to improve decisions, strengthen commitment, and be more effective.

Communicates Authentically

- ❖ Communicates proactively and in a timely manner to share information, persuade, and influence with the appropriate level of detail, tone, and opportunities for feedback.

Develops Others

- ❖ Takes ownership to help develop others' skills, behaviors, and mindsets to help them maximize their workplace contributions.

Drives for Results

- ❖ Sets challenging goals and objectives based on a strong sense of purpose and high-performance standards and steadfastly pushes self and others for tangible results, while ensuring work-life balance.

Leverages Difference

- ❖ Demonstrates commitment to harnessing the power of differences strategically; consistently sees, learns from, and takes strategic action related to difference; and demonstrates the self-awareness and behaviors to work across differences of identity and power respectfully and effectively with all stakeholders. Actively seeks to build and retain a diverse workforce and fosters an equitable inclusive workplace by drawing upon diverse perspectives.

Systems Leadership

- ❖ Thinks and acts from a broad perspective with a long-term view and an understanding of 1) the dynamic nature of large-scale challenges and 2) the need for integrating five key practices: skillfully engaging appropriate people; providing a clear process for change; taking a holistic view of situations; focusing on a small number of strategic actions, while learning from and adapting them over time; and being aware of how one's own thinking or patterns of behavior may be limiting change.



To learn more and to submit an application, please visit:
<https://driwaterstonehc.com/position/finance-and-compliance-tnc>

Compensation:

This position may be based in any country where TNC has an established entity, taking into consideration legal restrictions, such as non-national ratios and immigration processing times. For U.S. based applicants only, the starting pay range for this position is generally within the range of \$118,000 - \$177,000 for annual base salary and is based on location, qualifications, specific skills, and experience. This range only applies to candidates whose country of employment is the USA. For all other applicants, pay ranges will be in local currency, the pay range will be based on the local labor market, and not tied to the above pay range. Your geographic location will be confirmed during the recruitment and used to determine your actual pay range. Additionally, for all applicants, actual pay will fall within a range based on a variety of factors including, for example, the candidate's qualifications, specific skills, and experience.

Location:

Remote position.

Travel:

Occasional travel is required for business meetings, team retreats, and/or training.

Equal-opportunity Employer:

The Nature Conservancy is an Equal Opportunity Employer. The commitment to diversity includes the recognition that a conservation mission and is best advanced by the leadership and contributions of people of all genders with diverse backgrounds, beliefs and cultures. Recruiting and mentoring staff to create an inclusive organization that reflects a global character is a priority and TNC encourages applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military or veteran status or other status protected by law.

About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.