



National Alliance on Mental Illness



Chief Financial Officer

Hybrid – Greater Washington, DC area preferred

DRi Waterstone
HUMAN CAPITAL

DRiWaterstone Human Capital
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About NAMI

For almost 45 years, the National Alliance on Mental Illness (NAMI) has been a prominent American grassroots organization dedicated to improving the lives of individuals and families affected by mental health conditions. NAMI offers education, support, community building, and advocacy, striving to raise awareness about mental health issues, reduce stigma, and provide resources for those impacted by mental illnesses. Through its network of local affiliates and chapters across the United States, NAMI offers programs, information, and a platform for individuals to share their experiences, ultimately working to create a more compassionate and understanding society regarding mental health.

NAMI envisions a world where all people affected by mental illness live healthy, fulfilling lives supported by a community that cares. What started as a small group of families gathered around a kitchen table in 1979 has blossomed into the nation's leading voice on mental health. Today, they are an alliance of more than 600 local Affiliates and 49 State Organizations who work in your community to raise awareness and provide support and education that was not previously available to those in need.



Click here to watch: <https://youtu.be/BZNw3Ldtxrg>

The Impact of NAMI

You are NOT ALONE

Millions of people are affected by mental illness each year. Across the country, many people just like you work, perform, create, compete, laugh, love and inspire every day.



1 in 5 U.S. adults
experience
mental illness

1 in 20

1 in 20 U.S. adults
experience serious
mental illness

17%

of youth (6-17 years)
experience a mental
health disorder

NAMI has made a profound impact on individuals, families, and communities through:

- **Raising Awareness:** NAMI has played a pivotal role in increasing awareness about mental health issues, reducing stigma, and promoting open conversations about mental illness.
- **Support Services:** NAMI offers a range of support programs and resources, such as support groups and helplines, which have helped countless individuals and families navigate the challenges of mental illness.
- **Educational Programs and Workshops:** NAMI has empowered people with knowledge about mental health conditions, treatment options, and available resources.
- **Advocacy:** NAMI advocates for policies and legislation that improve mental health care access and quality, resulting in better services for those in need.
- **Community Engagement:** NAMI's community outreach efforts foster a sense of belonging and connection among those affected by mental illness, reducing isolation.
- **Research and Innovation:** NAMI funds research initiatives that advance our understanding of mental health conditions and potential treatments.
- **Crisis Intervention:** NAMI's crisis intervention programs help de-escalate mental health crises and connect individuals to appropriate care.

Overall, NAMI's impact has been transformative, helping to create more compassionate and informed communities that better support individuals living with mental health challenges.

The Chief Financial Officer (CFO) Position

NAMI seeks a strategic Chief Financial Officer (CFO) to serve as a key member of the senior leadership team. As the organization's leader responsible for overseeing the financial health and sustainability of NAMI National, the CFO ensures the integrity of all financial operations, develops strategies for financial growth, manages budgets, and supports the organization's mission through sound financial stewardship. The CFO works closely with the CEO, Board of Directors, and leadership team to align financial management with organizational goals, while ensuring compliance with all regulatory and funder requirements.

The CFO manages the Administrative Services team and is responsible for facilities and space management and the NAMI Store, among other duties.

Financial Strategy & Leadership

- Develop and implement financial strategies that align with the organization's mission, strategic plan and long-term sustainability.
- Provide financial analysis and recommendations to the CEO and Board of Directors to support strategic decision-making.
- Lead the Finance and Administrative Services teams, fostering a culture of accountability, transparency, and continuous improvement.

Financial Management & Reporting

- Oversee financial planning, budgeting, forecasting, and cash flow management.
- Prepare and present accurate and timely financial reports to the CEO, Board, management, donors and other stakeholders.
- Oversee financial audits and the preparation of Form 990, coordinating with external auditors to ensure compliance.

Compliance & Risk Management

- Ensure all necessary internal accounting controls are in place and develop appropriate accounting policies and procedures to safeguard organizational assets.
- Ensure compliance with Generally Accepted Accounting Principles (GAAP) and best practices in non-profit financial management.
- Oversee grant and contract management, ensuring proper reporting and compliance with funder requirements.

Operational & Investment Oversight

- Manage banking relationships and investment portfolios to optimize financial resources. Monitor investments to ensure they are in accordance with legal and organizational requirements.
- Oversee payroll, accounts payable, accounts receivable, and financial transactions.
- Ensure proper financial systems, policies, and procedures are in place and effectively implemented.
- Oversight and collaboration of a federated model with an alliance of more than 600 local Affiliates.

Board & Stakeholder Engagement

- Staff liaison to the Finance & Audit Committee of the Board of Directors, which oversees budget, investment, and audit functions. Coordinate Finance & Audit Committee meetings with Board Treasurer.
- Support fundraising efforts by ensuring sound financial tracking and reporting of grants, donations, and endowments.
- Collaborate with program and development teams to align financial strategies with organizational goals.
- Other duties as assigned.

DRiWaterstone is proud to lead this search.

The Candidate

Qualifications:

- A leader (as opposed to a manager) with 15+ years of experience in financial leadership roles, with 6-8 years' experience specifically at a 501(c)(3).
- Minimum 5 years of supervisory experience.
- Advanced organizational and management skills, strategic thinking, capacity to see both the larger picture and detailed steps needed to achieve goals.
- Demonstrated success in telling a financial story clearly and concisely so that non-financial professionals can easily understand.
- Deep understanding of non-profit financial management, including restricted and unrestricted funds, grants management, fund accounting, and compliance with non-profit financial regulations.
- An active listener and problem solver.
- Experience with and knowledge of a federated model.
- Exceptional communication and presentation skills, with the ability to convey complex financial information to non-financial stakeholders and to translate financial data into actionable insights.
- Excellent leadership and team management skills.
- Strong knowledge of accounting software (e.g., Sage Intacct) and financial reporting tools.
- Experience using Vena, AvidXchange, Concord and SAP Concur is preferred.
- Personal and professional integrity, flexibility and leadership qualities.
- CPA (preferred) or MBA, or commensurate experience.
- Able to travel nationally and stay overnight 3-4 trips per year.





Applications should be submitted at:
<https://driwaterstonehc.com/position/cfo-nami/>

Location

NAMI's national office is in Arlington, Virginia. Relocation to the greater Washington, D.C. area or the ability to serve in a hybrid capacity with 50% of the time spent onsite is required for this position.

Salary: \$200-\$240K

DRWaterstone is managing the search on behalf of the National Alliance on Mental Illness. All first-round interviews for this position will take place via video conference with DRiWaterstone.

Equal Opportunity Employer

NAMI provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and professional development.

About DRiWaterstone

DRWaterstone 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.