



The
CENTER for
VICTIMS of
TORTURE

Bridge
Partners

THE CENTER FOR VICTIMS OF TORTURE

CHIEF FINANCIAL OFFICER

<https://www.cvt.org/>

The Organization:

The Center for Victims of Torture™ (CVT) is dedicated to healing survivors and ending torture. By extending rehabilitative care to survivors, building the capacity of institutions and individuals and advocating against torture and in support of human rights, CVT works toward a future in which torture ceases to exist and its survivors have hope for a new life. CVT was founded in 1985 as the first torture survivor rehabilitation center in the United States and just the third internationally; it remains the largest organization of its kind in the U.S. and is one of the two largest in the world.

The mission of the Center for Victims of Torture is to heal the wounds of torture on individuals, their families and their communities and to end torture worldwide.

Rebuilding Lives and Restoring Hope

CVT works to heal survivors of state-sponsored torture every day in locations in Africa, the Middle East and the United States. CVT extends interdisciplinary care, which includes psychotherapy and social services, and in some locations also integrating physiotherapy, psychiatry, massage therapy and the care of physicians and nurses. Healing services are anchored in evidence-based practices.

Empowering and Building Local Capacity

CVT's model centers on the needs of survivors, and over time those needs are best served within the local community. CVT engages in partnerships with local professionals to provide training in the highly specialized care that is most effective for survivors of extreme trauma. In addition, CVT supports organizations in developing strong and financially stable organizations that will continue to provide care long into the future.

Monitoring, Evaluation and Research

CVT is widely known for the quality of its program evaluation efforts, as it documents significant improvements in clients' mental health and functionality. Also, CVT's engagement in research and publication has positioned the organization as a thought-leader in the field of torture treatment.

Policy and Human Rights Advocacy

CVT has been deeply engaged in efforts to build a bipartisan consensus against torture in the wake of the United States' embrace of torture and cruelty in post-9/11 counterterrorism activities. Through its New Tactics in Human Rights Program, CVT promotes enhanced strategic and tactical thinking among the international human rights community. Through CVT's Washington, DC office, the organization generates federal resources that sustain and expand the domestic and international networks of torture survivor centers.



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Healing Reach

CVT's healing care helps 23,000 survivors and family members each year to rebuild their lives and restore their hope. Each year, over 4500 survivors of torture and trauma participate in rehabilitation services, which includes group and individual counseling and in some locations, physical therapy, social work and medical services.

Annual Budget

The 2019 budget totals \$23 million, of which \$6 million is contributed by individuals, foundations, corporate philanthropies and other institutions. \$17 million is earned through government contracts and medical and targeted case management billing. CVT has a strong growth trajectory. In the last 5 years, the operating budget has increased by 65% and has continued to expand its impact both nationally and internationally.

Staff

CVT employs 370 staff globally, including 95 in the U.S. and 275 in Africa and the Middle East.

CVT staff members bring their talents, deep expertise and passion to work every day. They are professionals who are fearless in their determination that human rights are fundamental. They are motivated by results and strive for excellence, high ethical standards and integrity in themselves and their partners. Their relationships are built on trust and respect. They value diversity in the backgrounds and lived experiences of employees and are committed to maintaining an inclusive environment in which all employees are able to contribute their best.

The Role:

- Location:*** St. Paul, Minnesota
- Reports to:*** Executive Director
- Direct Reports:*** Controller & Director of IT
- Department Oversight:*** Finance & IT Departments

Position Summary:

The CFO is responsible for:

- Establishing overall financial strategy, developing efficient financial systems, overseeing all financial activities, providing timely and accurate analysis of the organization's financial position, and ensuring responsive and secure technology infrastructure.
- Providing recommendations and guidance on financial matters to executives and management in order to support achievement of organizational goals.
- Providing oversight for the efficient functioning of Finance and Technology Support Teams and working closely with the Board Finance and Audit Committees.
- As a member of the executive leadership team, the CFO shares responsibility for developing and implementing the strategic plan and annual strategic goals.



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Key Responsibilities:

Strategic Organizational Leadership:

- Participate as a member of the Executive Team in managing the organization and in the strategic planning process, supporting the achievement of annual strategic goals.
- Maintain regular communication and flow of information within and across department teams throughout the organization.
- Promote an environment with emphasis on strong financial health.
- Provide leadership to special projects.
- Provide staff leadership to the Finance and Audit Committees of the Board of Directors.

Financial Management:

- Maintain financial policies and procedures that are consistent with best practices and compliance requirements.
- Work with staff to maintain, re-design as needed, and document a system of internal controls that meet the needs of headquarters and international offices.
- Through continuous process improvements ensure that the Finance Department is responsive to the needs of the organization.
- Ensure timely and accurate financial reporting for management and the Board of Directors, and ensures that reporting meets the needs of the users.
- Collaborate with the Executive Director to integrate Finance staff and financial considerations into significant decisions made by the organization.
- Ensure managers understand the financial impact of their decisions and make day-to-day decisions that reflect long-term goals.
- Plan and monitor the organization's cash flow.
- Facilitate banking relationships and investment activities.

Staff Management:

- Recruit, manage, mentor and develop staff through ongoing feedback as well as formal performance management systems.
- Build strong and cohesive teams in the Finance and Technology Departments, ensuring achievement of goals.
- Coordinate workflow, resources and priorities; develop and maintain annual work plans.
- Provide opportunities for cross-training within each team.

Budgeting and Financial Reports:

- Administer the annual operating and capital budget process in collaboration with the Executive Team.
- Ensure that budget managers are provided with timely reports that monitor budget results.
- Collaborate with program management to ensure that grant proposal budgets align with organizational strategies and budget.

Compliance Reporting

- Responsible for successful annual and special audits, tax, other government filings and grant reporting.



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Risk Management:

- Serving on the organization's Risk Management Team, ensure appropriate mitigation of organizational risks and sufficiency of organizational insurance policies.
- Negotiate/evaluate and approve all contracts.
- Work with technology staff to ensure the accessibility of technology resources and the security of data.
- Ensure business continuity plan is current.

Technology Systems Management:

- Champion development and implementation of IT Strategic Plan.
- Through continuous process improvement, ensure that the Technology Department is responsive to the needs of the organization.
- Work with the organization's leadership and others in the organization to anticipate technology needs.

The Person:

Highly qualified candidates will share CVT's commitment to its mission and will embody the organization's core values.

Experience:

Successful candidates will bring a range of skills and experiences including (and not limited to):

- 10 years of progressively responsible financial management experience, with 5 years in the nonprofit/NGO sector
- 3 years of experience as a CFO.
- Demonstrated success in developing and implementing financial policies and controls.
- International work experience desirable.
- Management experience with international rules and regulatory environments in relation to nonprofit accounting, federal grants management and OMB requirements preferred.
- Knowledge of GAAP.
- 5+ years of team management experience.
- Experience working with a Board of Directors and respective Committees.

Key Attributes:

- Committed to human rights.
- Strong analytical skills and experience translating a strategic vision into an operational model.
- Excellent leadership skills, confident in working collaboratively with diverse colleagues in a multi-country environment.
- Ability to develop and maintain positive relationships with staff throughout the organization and with members of the Finance Committee and Board of Directors.
- An effective communicator with exceptional written, verbal and interpersonal skills.



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- Collaborative and flexible management style; persuasive and diplomatic in effecting change in a continuously evolving environment.
- Excellent skills in organization, attention to detail and time management.
- Outstanding business acumen, balancing financial strategy with day-to-day fiscal excellence.
- Personal qualities of integrity, entrepreneurial spirit and striving for continuous improvement.
- Ability to travel within metro area; 1-2 trips within the US each year; limited international travel may be required.
- Ability to work in the US without employer sponsorship.

Qualifications

- BA degree in accounting or finance.
- Master's degree in accounting, finance or business administration preferred.
- CPA or CMA required.

To learn more about this opportunity, please contact:

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