



THE GLOBAL IMPACT INVESTING NETWORK
HEAD OF FINANCE & ACCOUNTING

The background of the lower half of the page features a large, stylized graphic of the GIIN logo's circular element, rendered in light blue and white. This graphic is overlaid on a photograph of a lush green forest with a rainbow visible in the sky. The overall aesthetic is clean and professional, with a focus on nature and sustainability.

Bridge
Partners

Executive Search

The Organization:

The Global Impact Investing Network, Inc. (GIIN) is the leading industry body for impact investing. Since 2009, the GIIN has worked to increase the scale and effectiveness of impact investing to solve systemic problems facing people and the planet.

With approximately 450 member organizations across six continents, the GIIN serves as a hub for innovation, ideas and information to help investors build a more sustainable, inclusive and resilient world.

Finance as a Force for Good

The GIIN's vision is a world where capital drives solutions to social and environmental problems to build a sustainable, inclusive and resilient world.

In this future, investors integrate impact considerations into all decisions, building strong communities, a healthy environment and a sustainable future for all people.

Impact investing can lead the way to this future.

Position Overview

The Head of Finance & Accounting is a senior leadership role responsible for overseeing the GIIN's financial strategy, operations, and long-term sustainability.

Leading all aspects of financial management, including accounting, financial planning and analysis, budgeting, audit, and compliance, the Head of Finance & Accounting will play a critical role in ensuring the GIIN's financial health, strengthening financial systems and infrastructure, and enabling the organization to deliver on its mission and strategic ambitions.

Reporting to the COO, this leader also partners closely with senior leadership and the Board to provide clear, insightful financial guidance and to support the GIIN's evolving business model and diversified revenue base.

Key Responsibilities:

Financial Leadership & Strategy

- Lead the organization's financial planning, budgeting, and forecasting processes
- Provide strategic financial guidance to senior leadership
- Support the GIIN's long-term financial sustainability, including business model evolution
- Oversee financial risk management, internal controls, and compliance with GAAP and regulatory requirements

Financial Operations & Reporting

- Ensure integrity of financial data, accounting systems, and reporting processes
- Oversee accounting functions, including accounts payable/receivable, payroll, and general ledger
- Lead the preparation of accurate and timely financial reports (including cost and management accounts) for internal and external stakeholders such as senior leadership, and the Board, including the Board's Finance and Audit Committee
- Manage annual audit and tax (Form 990) processes

Budgeting & Resource Management

- Lead annual budget development and ongoing budget management
- Monitor organizational performance against financial plans and recommend corrective actions where needed
- Oversee cash flow management and financial forecasting

Grants & Revenue Management

- Oversee financial management of grants, and other earned-revenue streams including budgeting, reporting, and compliance
- Partner with program and development teams on grant planning and financial oversight
- Support financial planning for funding proposals and revenue streams

Systems & Infrastructure

- Strengthen accounting systems, processes, and policies to support organizational focus and efficiency
- Lead or oversee accounting systems improvements and data-driven decision-making tools
- Ensure financial infrastructure supports programmatic and operational effectiveness

Team Leadership

- Lead, mentor, and develop a high-performing finance team
- Clarify roles, build capabilities, and support professional development
- Foster a collaborative, solutions-oriented, and accountable team culture

The Leader:

Leadership Competencies:

- Strong executor who balances attention to detail with big-picture thinking
- Collaborative leader who builds trusted partnerships across teams
- Clear and effective communicator with the ability to engage diverse audiences
- Adaptable and solutions-oriented, able to operate in a dynamic and evolving environment
- High integrity, professionalism, and sound judgment

Experience & Qualifications:

This is a hands-on and influential role, ideal for a nonprofit finance leader who can both operate at a high level and engage deeply in execution.

The successful candidate will bring deep technical expertise and a compelling track record of leading financial operations in multi-revenue streamed, mission-driven organizations, possessing a majority of the following professional and personal attributes and competencies:

Key qualifications include:

- 10+ years of progressive experience in financial management roles
- Extensive experience with nonprofit accounting, GAAP, and grant management
- Proven experience leading budgeting, financial planning, audit, and compliance functions
- Strong leadership experience managing and developing finance teams
- Experience working in organizations with multiple revenue streams (restricted, unrestricted, earned income) across jurisdictions
- Experience with financial systems (e.g., QuickBooks, ERP systems, Salesforce)

Education:

- Bachelor's degree in accounting or related field required; advanced degree preferred
- CPA required.

Location & Work Authorization:

- This position will be based in our New York City office. The GIIN operates a hybrid work model with distinct in-person and flexible work periods throughout the year.
- Candidates must possess valid authorization to work in the United States that does not require employment visa sponsorship. For example, possessing U.S. Citizenship or Lawful Permanent Residency (Green Card).

Compensation & Benefits:

- The GIIN is committed to pay equity. The salary range for this role is between \$150,000 – \$160,000 per annum, with exact salary depending on qualifications, experience, and market alignment, along with an excellent benefits package.
- The GIIN is an Equal Opportunity Employer.
- We aim to offer competitive salaries and benefits and are committed to fairness, trust, and consistency in compensation. We do not ask for prior pay history from our candidates and our offer-making process is negotiation-free for salaries and benefits.

The GIIN considers the values of human dignity, equality, justice and respect to be central to the work it does as the industry body of impact investing. The GIIN believes that upholding these ideals is a global imperative and is an essential purpose of impact investing.

While the challenges associated with these values are experienced differently across cultures, nations, and societies, they are fundamental to a shared human experience and the building of strong communities, a healthy world, and a sustainable future for all people.

The GIIN is an Equal Opportunity Employer.

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If you have an interest in this opportunity, please share a resume and brief cover note to:

Tory Clarke
Partner, Bridge Partners
Tory.Clarke@bridgepartnersllc.com

Priority will be given to applications submitted by May 18th 2026
although we will continue to receive and review applications until the position is filled.