



**OCEANS 5**

# **Chief Financial & Operating Officer**



**Bridge  
Partners**

Executive Search

## The Organization:

Oceans 5 is the world's leading strategic regranting organization targeting ocean conservation. Since 2011, the organization has provided nearly \$200 million in grants to more than 150 organizations in as many countries to establish marine protected areas, stop overfishing, and advance ocean-climate solutions.

As a sponsored project of Rockefeller Philanthropy Advisors, Oceans 5 is guided by a Board of Advisors composed of more than two dozen philanthropic institutions and supported by a globally distributed team of experienced professionals across Africa, Asia, Europe, Latin America, and North America. The organization also manages restricted funds aligned with its mission at the request of its donors.

Through strategic grantmaking, partnerships, and global collaboration, Oceans 5 works to support coastal communities, protect ocean biodiversity, strengthen fisheries governance, and address climate impacts on marine ecosystems.



## Position Overview:

Oceans 5 is seeking a dynamic Chief Financial & Operating Officer (CFOO) to serve as a strategic partner to the Executive Director and senior leadership team, as the organization enters a critical new phase of growth and institutional development, including likely changes to existing governance models.

Reporting to the Executive Director and serving on the senior leadership team, the CFOO will oversee finance, operations and organizational infrastructure. The role integrates the responsibilities of a Chief Financial Officer and Chief Operating Officer, ensuring the organization has the financial strength, operational systems, and administrative capacity to support its global mission.

Adept at strategic financial management, organizational operations and infrastructure implementation, compliance, and administration, the CFOO will help translate Oceans 5's strategy into sustainable financial and operational systems that support effective grantmaking, collaboration with partners, and global program delivery.

As Oceans 5 continues to evolve institutionally, the CFOO will help ensure the organization has the financial architecture, operational systems, organizational policies and governance support necessary to sustain long-term impact.

This role requires a leader who is effective working in organizations that are growing and maturing operationally, and who can help design and implement systems that support this evolution. With potential changes in governance, the CFOO also may need to manage "start-up" challenges, including first-time tax filings, establishing new payroll and benefits systems, and implementing new decision-making regimes with the Board of Directors.

## **Key Responsibilities:**

### **Strategic Leadership**

- Serve as a strategic partner to the Executive Director and senior leadership team in shaping organizational strategy and operational priorities.
- Provide financial and operational analysis to support decision-making across programs and grantmaking.
- Support the Board of Advisors and relevant committees with financial and operational guidance.
- Help guide the organization through governance changes that may involve establishing new nonprofit entities.

### **Financial Strategy & Planning**

- Lead financial planning, forecasting, and modeling aligned with organizational strategy.
- Direct annual budgeting and multi-year financial planning.
- Provide regular financial reporting and analysis to leadership and the Board.

### **Financial Management & Compliance**

- Oversee accounting, cash flow management, and financial reporting.
- Ensure compliance with nonprofit financial regulations and donor requirements.
- Lead the annual audit process and coordinate with external auditors.

### **Operations & Organizational Infrastructure**

- Oversee organizational operations including finance systems, contracts, compliance, and administrative infrastructure.
- Assess, select and implement systems and processes to support a globally distributed organization.
- Ensure operational systems scale effectively as the organization grows.

### **Systems & Organizational Effectiveness**

- Establish strong internal controls and organizational/financial policies.
- Implement enterprise systems for budgeting, forecasting, and financial tracking.
- Evaluate and improve financial and operational systems.

### **Leadership & Collaboration**

- Serve as a member of the senior leadership team.
- Communicate complex financial and operational information clearly to staff and governance bodies.
- Build strong relationships with external partners and advisors.

**The Leader:**

**Key qualifications:**

- Significant senior-level experience leading and supporting finance and operations within a US registered nonprofit, philanthropic, or complex mission-driven organization.
- Expertise in US nonprofit finance, budgeting, GAAP accounting standards and regulatory compliance.
- Experience with nonprofit organizations that are at a pivot point – such as growth, spin-out or start-up - is preferred.
- Experience managing financial strategy, risk management, and operational systems in a growing organization.
- Proven ability to translate complex financial concepts and operationalize organizational strategies for diverse global audiences.
- Experience working with boards, finance committees, and executive leadership teams.

**Education:**

- Bachelor's degree in finance, accounting, business administration or related field (or equivalent experience).
- MBA, CPA, or other relevant advanced credential preferred.



**Location:**

- Fully Remote
- Oceans 5 staff are globally distributed, with senior leadership based in U.S. time zones

**Compensation:**

- Compensation will be commensurate with experience.
- For U.S.-based candidates, the expected salary range is \$230,000-\$300,000 plus a competitive benefits package.
- For candidates based outside the U.S., comparable local market factors will be considered. Oceans 5 will utilize employer-of-record arrangements for international hires to provide comparable benefits.

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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](mailto:tory.clarke@bridgepartnersllc.com)

*Priority will be given to applications submitted by April 27<sup>th</sup> 2026  
although we will continue to receive and review applications until the position is filled.*

