



National Outdoor Leadership School



Chief Financial Officer

NOLS seeks an extraordinary CFO to lead all aspects of the organization's financial operations and investments.



ABOUT NOLS

National Outdoor Leadership School (NOLS) is an international nonprofit organization that teaches wilderness-based skills in all 50 states and over 40 countries. Founded as an outdoor skills school in a small cabin in Sinks Canyon, Wyoming, NOLS now encompasses a wide range of programming, currently split across five organizational components: Wilderness Medicine, Wilderness Expeditions, Custom Education, Alumni Expeditions, and Risk Management training and conferences.

All NOLS courses, from immersive wilderness expeditions to classroom-based wilderness medicine courses, are designed around learning by experience, mentorship from expert educators, and wilderness. Students finish their courses inspired and empowered to act as leaders in their community.

As NOLS emerges from the impacts of COVID-19, it is undertaking a large-scale initiative to modernize its operating model described by the vision of “One NOLS, One Mission.” In short, NOLS is seeking to restructure and integrate the support functions of its program areas while maintaining the unique contributions of each offering, complete a comprehensive enterprise information system upgrade, and support deliberate work to build an inclusive culture within these efforts. This effort is designed to enable significant programmatic

and philanthropic revenue growth via strategic marketing and outreach.

NOLS currently enrolls more than 28,000 students and employs over 1,000 full-time and part-time staff, with a current annual budget of approximately \$40 million. NOLS boasts more than 360,000 active alumni. NOLS believes that anyone can be a leader, and it’s the school’s role to provide the environment and training to help students discover their full potential. NOLS provides its education in classrooms close to home and in remote wilderness areas.

NOLS is an organization with heart, expertise, and wildness, and these qualities help support powerful, authentic experiences.

NOLS’ mission is to be the leading source and teacher of wilderness skills and leadership that serve people and the environment.

THE OPPORTUNITY

Reporting directly to the NOLS President and working in close partnership with NOLS leadership, the Chief Financial Officer is responsible for the school's overall fiscal management, the schoolwide annual budget process, and support of strategic decision-making utilizing modeling and analysis skills. The CFO is part of the executive team, supervising finance, information technology, HQ facilities, and schoolwide purchasing staff. This position is an exceptional opportunity for an analytical and tactical person with a passion for and experience in financial rigor and strategic business planning.

NOLS is in a strong financial position, with a solid balance sheet and a history of financial discipline. In FY 2022, NOLS expects 87% of revenue from tuition and other program income, 8% from philanthropy, and 5% from its endowment. The current endowment is over \$60 million.

Within the "One NOLS, One Mission" initiative, solid growth of both programmatic and philanthropic revenues is imperative. To support that, NOLS will be designing new systems to streamline financial insights, operations, and efficiency for all parts of the school and more

seamlessly integrate financial functions and insights within all departments. This effort will require vision combined with hands-on abilities to design macro-systems informed by a firm understanding of the various business models and operational parts of NOLS program operations.

NOLS seeks a Chief Financial Officer who will rise to meet this opportunity. The ideal candidate cares deeply about helping NOLS perform with financial efficiency, provides excellent support and service to staff and students, and wants to use their financial acumen to grow the NOLS mission of teaching wilderness skills and leadership. The CFO will bring expertise in leading all financial aspects of a large, international nonprofit operation with varied funding sources. The CFO will also need to apply an entrepreneurial approach to designing new systems to implement and integrate the Finance Department with a NOLS-wide enterprise information system.

A curiosity about the financial and business model characteristics of each educational program within NOLS will help inform tools to understand efficiencies, see opportunities, and understand financial performance drivers. Extraordinary attention to detail, a willingness to be hands-on in problem-solving when necessary, and a passion for operational efficiency are essential.



Focus Areas

Financial Leadership

- Develop a strategic financial vision in partnership with NOLS leadership
- Oversee all financial management, including financial statement preparation, receivables, payables, and payroll
- Lead, streamline, and improve the schoolwide annual budget process
- Provide financial modeling and determine financial policies and procedures to inform decision-making at all levels of the organization
- Provide leadership for and manage the enterprise-wide purchasing function
- As the lead agent, manage overall liability and property insurance programs, including organizational liability, property, and other non-health insurance policies
- Ensure compliance with all US financial regulations and collaborate with Operations leadership on compliance with non-US taxes and regulations
- Manage primary external fiscal relationships, including banking and cash management, obtaining any needed financing, including a line of credit and investment of the endowment and other funds, in partnership with the Investment Committee



Change Management

- Identify and spearhead any necessary changes to the financial setup and business processes in service of the “One NOLS, One Mission” Transformation efforts, including re-envisioning the chart of accounts and budget process
- Work across departments to align processes within the NOLS Finance purview (e.g., schoolwide program travel policy), while enabling high-quality experiences for NOLS students and staff
- Partner with the Chief of Program Strategy and Program teams to drive NOLS’ efforts to improve financial sustainability



Fiscal Education and Communication

- Serve as the primary staff representative to the Finance and Investment Committee and the Audit Committee of the Board of Trustees
- Work with the Chair of the Audit Committee to coordinate audit activities throughout the year
- Provide education on relevant financial topics to trustees, school directors, and other staff via written papers, presentations, and interactive educational sessions
- Support and advance the professional development of the finance, information systems, and facilities staff



Information Systems Strategy and Management

- Lead and manage strategic development and deployment of information and technology at NOLS
- Hold responsibility for the overall Information Technology strategy, including budget allocations to capital and operational needs
- Oversee the IT Department as they lay the framework for future systems review and lead future implementations

Facilities Prioritization and Oversight

- Determine maintenance priorities for the HQ facility, budget for needs, and coordinate with the Rocky Mountain Facilities team to achieve project goals
- With program leadership, coordinate planning for facilities-related investments at NOLS locations
- Oversee third-party contractors for facilities work and maintain city relationships in NOLS' HQ location
- Act as one of the primary points of contact for any after-hours HQ building issues
- Work with Fremont County and other local governments to obtain and maintain appropriate property tax exemptions

Cross-Functional Leadership

- Serve as a member of the NOLS Executive Team
- Actively contribute to developing and executing NOLS' strategic vision and plans
- Oversee plan design and administration for employee savings and health plans in conjunction with Human Resources
- Play a critical crisis response role in the event of field or classroom incidents
- May serve as Acting President when the President is unavailable



Desired Experience and Competencies



- Extensive leadership experience managing financial systems at a large mission-focused company, educational institution, or social enterprise
- Tactical ability to “deep dive” into the details with strong quantitative and analytical skills; able to transition seamlessly between the “big picture” and minutia
- Experience managing a complex budget with multiple funding sources
- Experience setting, operationalizing, and leading implementation of a strategic vision for new finance processes enabled by integrating with an enterprise IT platform
- Demonstrated track record of building inclusive teams and overall understanding and support of diversity, equity, and inclusion efforts as a business imperative
- Deep commitment to NOLS’ mission and the success of its students
- Ability to set clear priorities, delegate, and guide investment in people and systems
- Emotionally intelligent and able to build a powerful sense of shared purpose and productive and effective relationships at multiple levels across complex institutions
- A communicator and collaborator, skilled at guiding team members’ growth and development and presenting financial information clearly and confidently to a range of constituents
- A creative approach to problem-solving that supports and enables sound decision-making and empowers others to contribute to the organization’s overall success
- Experience working cross-functionally with IT, Facilities, Programs, and other departments
- A strong grasp of the nonprofit operating environment in a mission-driven, earned-revenue organization
- High ethics, integrity, sound professional judgment, and ability to maintain confidentiality with tact and discretion



Other Qualifications:

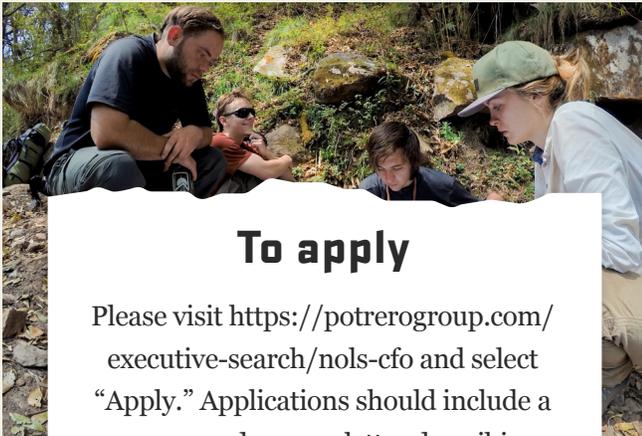
- Flexibility to work some evenings and weekends
- Ability to work well remotely and with geographically distributed teams
- Ability and willingness to travel as needed

COMPENSATION

A competitive compensation package, including a comprehensive benefits package, will be offered based on experience. The expected annual salary range for this position is \$167,000–\$180,000.

LOCATION

This role will require 50-75% on-the-ground onboarding time at NOLS Headquarters in Lander, Wyoming for the first six months. At that point, the position will be eligible for long-term hybrid office and remote work options and opportunities for an alternative, non-traditional work schedule. We anticipate that periodic travel (~10-25%) will be needed on an ongoing basis to NOLS Headquarters and field locations. Location within a day's drive of Lander will make work coordination much easier but is not required.



To apply

Please visit <https://potrerogroup.com/executive-search/nols-cfo> and select “Apply.” Applications should include a resume and a cover letter describing your qualifications that match the position criteria and what you will bring to the role.

Start date

Late fall 2022





ADDITIONAL INFORMATION

More information on NOLS can be found at:
<https://www.nols.edu/>

**For additional
information regarding
this opportunity,
please contact:**

Daniel Student

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NOLS is an Equal Opportunity Employer.

NOLS is committed to creating and fostering a welcoming, equitable, and inclusive environment for all our past, present, and future students, instructors, and staff. We seek to celebrate the breadth of diversity represented within our community while keeping our eyes on the continued journey that we must work together to create spaces made with everyone in mind.

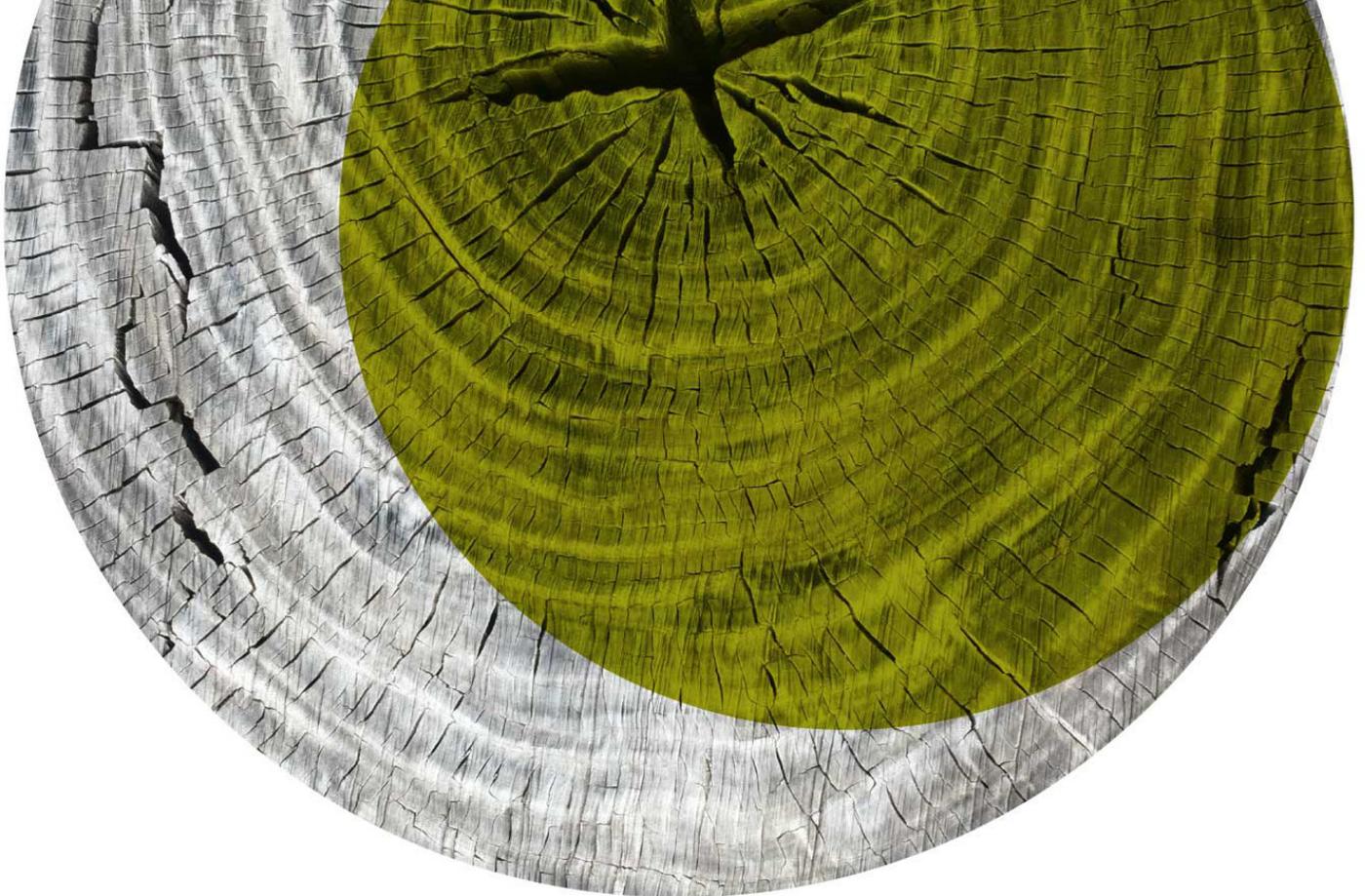
Recruiting and retaining a diverse workforce is a high priority at NOLS. NOLS is committed to building a diverse community that includes people from all backgrounds. NOLS does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, genetic information, disability unrelated to job or admission requirements, or veteran status.

Mission

- Our mission is to be the leading source and teacher of wilderness skills and leadership that serve people and the environment.

Values

- Our community—staff, students, trustees, and alumni—shares a commitment to wilderness, education, leadership, safety, community, and excellence.



Potrero Group is honored to coordinate this search on behalf of NOLS. Supporting a world-class park partner organization is in perfect alignment with Potrero Group's commitment to providing rigorous strategy and business planning, organizational effectiveness, and nuanced search services to mission-driven organizations. Potrero Group supports innovative leaders and organizations making a difference in the world. We are committed to equitable and inclusive practices in all of our work.

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