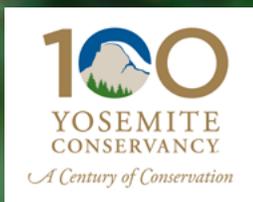


Yosemite Conservancy

# Chief Financial Officer

Yosemite Conservancy seeks an experienced, versatile Chief Financial Officer to steward the organization's financial health and carry forward its 100-year legacy of support for Yosemite National Park.



# Organization Background

Yosemite Conservancy is a nonprofit dedicated to preserving Yosemite National Park's resources and providing enriching visitor experiences in the park. Its philanthropic partnership with Yosemite goes back more than 100 years. As the park's sole dedicated nonprofit partner and cooperating association, the Conservancy works in close collaboration with the National Park Service to fund high-priority projects, deliver visitor programs, and connect people from around the world with one of the planet's most iconic landscapes. The Conservancy has demonstrated a consistent and powerful commitment to the park's future, providing more than \$172 million to the park to complete over 900 projects.

The Conservancy's roots stretch back to the 1920s, when the Yosemite Museum Association became the first nonprofit partner in the National Park System. That pioneering organization evolved over a century of service to become today's Yosemite Conservancy, an institution that reflects both the enduring public love for Yosemite and the ongoing need for private philanthropic investment to protect it. The Conservancy's mission—to inspire people to support projects and programs that preserve Yosemite and enrich the visitor experience for all—animates every aspect of its work.

Today, the Conservancy funds a diverse portfolio of programs across trail rehabilitation, wildlife management, habitat restoration, scientific research, cultural and historic preservation, visitor services and education, and youth engagement. The Conservancy operates on revenue averaging nearly \$28M annually and contributed more than \$19.5M to Yosemite National Park for 2025 alone. In addition to financially aiding the park, the Conservancy operates outdoor adventure and art programs, manages the beloved Ostrander Ski Hut, administers wilderness permits, and supports volunteer programs, all in service of its vision of ensuring Yosemite's grandeur through the ages.



Stephen Moehle

Todd Borowski

## Position Overview and Responsibilities

The Chief Financial Officer serves as a key member of the senior leadership team, providing strategic financial guidance and operational excellence in support of the Conservancy's mission. Reporting to the President & CEO and working closely with the Board of Directors, the CFO will bring both analytical rigor and institutional values to financial decision making at a pivotal moment for the organization and for Yosemite itself.



Jenn Emerling



Chloe Jackman Studios

The CFO must be a collaborative leader who combines technical expertise with a genuine commitment to the Conservancy's public trust responsibilities. They will oversee all financial operations, ensure long-term fiscal sustainability, and help the Conservancy deploy donor resources with maximum impact and accountability. This is an extraordinary opportunity for a finance professional who believes that great financial stewardship is itself a form of mission work and service.

The ideal candidate brings deep nonprofit financial expertise, an understanding of complex revenue environments, and the presence and communication skills to translate financial strategy for diverse audiences—from staff to the board to major donors.

## LEADERSHIP AND STRATEGIC THINKING

- Demonstrated ability to lead regional, multi-stakeholder initiatives that require coordination across jurisdictions, agencies, and diverse interests
- Strategic visionary who can articulate how individual trail segments connect to create a transformative regional impact
- Experience building and activating constituencies to support public infrastructure or land conservation priorities
- Proven track record of navigating complex political environments and building consensus among diverse constituents
- Entrepreneurial mindset with the ability to identify opportunities, adapt strategies, and lead organizational evolution
- Solutions-oriented leader who finds common ground and builds momentum toward shared goals



Chloe Jackman Studios



Jenn Emerling

## FINANCIAL OPERATIONS AND CONTROLS

- Oversee all accounting, financial reporting, cash management, and internal controls
- Ensure timely and accurate financial statement, audit, and tax filing preparation (including Form 990) in compliance with GAAP and applicable regulations
- Manage banking relationships, investment accounts, and endowment oversight in coordination with the Board's Finance and Investment Committees
- Design and implement financial policies and systems that support operational efficiency and accountability across the organization
- Oversee payroll, accounts payable and receivable, and all transactional finance functions

## REVENUE AND PHILANTHROPIC FINANCE

- Partner with the development team to ensure sophisticated financial planning and reporting related to fundraising revenue, including major gifts, planned giving, grants, and earned income
- Maintain compliance with grant agreements and ensure accurate financial reporting to institutional funders
- Support donor stewardship by providing clear and compelling financial narratives that communicate the impact of philanthropic investment
- Oversee financial systems related to the Conservancy's bookstore, outdoor programs, and other earned revenue activities



Fred Turner

## AUDIT, COMPLIANCE, AND RISK MANAGEMENT

- Lead the annual external audit process and serve as primary liaison to auditors
- Ensure compliance with all federal, state, and local financial regulations applicable to nonprofit organizations and cooperating associations working with the National Park Service
- Develop and maintain a comprehensive risk management framework, including appropriate insurance coverage
- Oversee contract review and management from a financial and compliance perspective



Jenn Emerling

## TEAM LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT

- Contribute as a senior leader to broader organizational strategy, culture, and decision making
- Recruit, develop, and retain a high-performing finance team
- Foster a culture of transparency, integrity, collaboration, and continuous improvement within the finance function
- Build financial literacy across the organization by supporting department leaders in understanding and managing their budgets



Yosemite Conservancy/Mark Marschall



Mickey Jetpur

## Desired Experience and Competencies

The Chief Financial Officer must bring both professional excellence and personal passion to this work. This is an extraordinary opportunity for a finance leader who wants their expertise to serve a purpose larger than the bottom line—someone who sees in Yosemite’s majesty a reason to bring their very best to work every day.



Steven M. Bumgardner



Vishal Subramanyan

The ideal candidate is a seasoned financial professional with demonstrated success leading finance functions in mission-driven organizations. They lead with integrity, communicate with clarity, and approach complexity with calm, assurance, and creativity. Above all, they will understand that the Conservancy’s financial health is inseparable from its ability to fulfill its promise to Yosemite, to its donors, and to the millions of visitors who love the park.

## FINANCIAL LEADERSHIP AND EXPERTISE

- Significant senior financial leadership experience, ideally including prior CFO or equivalent role in a nonprofit, public lands, or philanthropic organization
- Deep expertise in nonprofit accounting (GAAP), financial reporting, and audit management
- Experience managing complex, multi-stream revenue environments including philanthropy, earned income, and government partnerships
- Demonstrated success leading budget processes and providing strategic financial planning in organizations of comparable or greater scale
- CPA and/or MBA strongly preferred



Stephen Mochle

## NONPROFIT AND PHILANTHROPIC ACUMEN

- Thorough understanding of nonprofit governance, fiduciary responsibilities, and board financial reporting
- Experience working effectively with nonprofit Board Finance, Audit, and Investment Committees
- Familiarity with planned giving, endowment management, and donor-restricted fund accounting
- Experience with cooperating associations, federal partnerships, or public agency relationships

## LEADERSHIP AND COLLABORATION

- Proven ability to lead, develop, and inspire finance teams
- High emotional intelligence and collaborative leadership style that builds trust across departments
- Exceptional communication skills and ability to translate complex financial information for non-financial audiences, including staff, board members, and donors
- Comfort navigating ambiguity and driving clarity in dynamic organizational environments

## MISSION AND VALUES ALIGNMENT

- Genuine passion for conservation, public lands, or environmental stewardship
- Commitment to equity, inclusion, and community access as organizational values
- Alignment with the Conservancy's public trust mission and commitment to accountability to donors, the National Park Service, and the public
- Intellectual curiosity and dedication to continuous learning



Steven M. Bumgardner

## Compensation

This is a full-time, exempt, benefit-eligible position. The anticipated annual salary range for this position is \$230,000–\$250,000, commensurate with experience. The range provided is an estimate and will be evaluated on an individual basis, taking into consideration the candidate’s knowledge, skills, abilities, experience, and education.

- ◆ The Conservancy offers a competitive, creative benefits package, including
- ◆ Medical, dental, and vision coverage; 100% employer paid for employee, dependents 50% employer paid
- ◆ 20 days of paid time off annually, increasing after five years of service
- ◆ 401(k) with 7% employer contribution after one year of service
- ◆ 13 paid holidays annually
- ◆ Life and Personal Accident Insurance coverages
- ◆ Professional training opportunities, Flexible Spending Account access, and an annual National Parks Pass

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## Location and Requirements

The CFO will be based at Yosemite Conservancy’s offices in San Francisco, CA, with the option for a hybrid work schedule in coordination with Conservancy leadership, though more frequent in-office presence should be expected during the first year as the CFO transitions into the role.

Periodic travel to Yosemite National Park for site visits, staff engagement, and board and donor meetings is expected. Occasional evening and weekend availability may be required for board meetings, donor engagement, and events.

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## To Apply

Please visit [potrerogroup.com/yosemite](https://potrerogroup.com/yosemite) and select “Apply Here.” 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.

Interested and qualified candidates should apply by April 17, 2026, for priority consideration. The position is open until filled.

More information on the Yosemite Conservancy can be found at [yosemite.org](https://yosemite.org).

For additional information regarding this opportunity, please contact Andrew Leider, Potrero Group Managing Director and Search Lead, at [aleider@potrerogroup.com](mailto:aleider@potrerogroup.com).

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## Start Date

Summer 2026

### Yosemite Conservancy is an Equal Opportunity Employer

Yosemite Conservancy values diversity among its staff just as they value it among park visitors. As such, the Conservancy is an equal opportunity employer, and encourages people of all backgrounds to apply to join their team.



Potrero Group is honored to coordinate this search on behalf of the Yosemite Conservancy. We support innovative leaders and organizations making a difference in the world with strategic planning, facilitation, organizational development, and board and executive search services. We are committed to equitable and inclusive practices in all of our work.

To join our mailing list or for more information, please visit [PotreroGroup.com](http://PotreroGroup.com).