



Become our next Chief Financial Officer (CFO)

About Mojave Desert Land Trust

The Mojave Desert Land Trust (MDLT) is a 501(c) (3) non-profit organization. Our mission is to protect the Mojave and Colorado Desert ecosystems and their natural, scenic, and cultural resource values. Our service area spans nearly 26 million acres. Since 2006 we have secured permanent and lasting protection for over 120,000 acres.

MDLT is at an important inflection point. We are striving to meet significant environmental challenges in the desert with bold action to protect and restore land for the wildlife and people who call it home.

About our Team

We are a team of highly motivated and passionate people who care deeply about our mission and one another. At MDLT, we believe in and support workplace diversity, equity, inclusion and belonging. It is our belief that a diverse and inclusive workforce leads to better discussions, decisions, and outcomes for everyone. In recruiting for our team, we welcome the unique contributions that you can bring in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran's status, color, religion, disability, sexual orientation, and beliefs. If you have the skills, the passion to make an impact, and enjoy an enthusiastic work environment where differences of opinion and diverse backgrounds are respected and welcomed, then we want to hear from you!

Job Summary

MDLT is looking for an experienced Chief Financial Officer (CFO) to work closely with the Joint Executive Directors in all aspects of planning the organization's financial strategy. The CFO is a senior executive position and is responsible for managing all financial actions of MDLT, including tracking cash flow, analyzing strengths and weaknesses, and overseeing the organization's financial success.

Reports To

This is a senior leadership position reporting directly to the Joint Executive Directors.

Responsibilities

- Develop financial well-being of the organization by providing financial projections and accounting services, preparing growth plans, and directing staff.

- Oversee the development of the organization's annual \$3 million+ budget, as well as departmental budgets. Communicate regularly with board of directors and staff to keep budgets updated and transparent.
- Develop finance organizational strategies by contributing financial and accounting information, analysis, and recommendations to strategic thinking and direction and establishing functional objectives in line with organizational objectives.
- Establish finance operational strategies by evaluating trends; establishing critical measurements; determining productivity strategies; designing systems; resolving problems; and implementing change.
- Develop organization prospects by studying economic trends and revenue opportunities related to MDLT's operations including real estate transactions, native plant sales, and other revenue sources; analyzing organization operations; identifying opportunities for improvement, cost reduction, and systems enhancement; and accumulating capital to fund capacity and growth.
- Develop financial strategies by forecasting capital, facilities, and staff requirements; identifying monetary resources; and developing action plans and business models.
- Monitor financial performance by measuring and analyzing results, initiating corrective actions, and minimizing the impact of variances.
- Maximize return on invested funds by managing an investment portfolio, identifying investment opportunities, and maintaining relationships with the investment community.
- Report financial status by developing forecasts, reporting results, analyzing variances, and developing improvements. Present monthly, quarterly, and annual financial statements to executives and the board of directors.
- Update job knowledge by remaining aware of new regulations, participating in educational opportunities, reading professional publications, maintaining personal networks, and participating in professional organizations.
- Ensure compliance with local, state, and federal laws and organizational policies.
- Oversee and coordinate annual audit activities.

Qualifications

Any combination of education and experience which would likely provide the necessary knowledge and abilities may be qualifying. A typical way to obtain the required knowledge and abilities would include the following:

Experience:

- A minimum of five years' work experience as a CFO, finance officer or relevant role, preferably with a non-profit.
- In-depth knowledge of non-profit financial law and risk management practices.
- Proven experience with \$3 million+ budget development and management, data analysis and forecasting methods.
- Proven experience in investment management and oversight.
- Experience developing and managing financial systems tailored to an organization's needs.
- Proficiency with MS Office, Office 365, and QuickBooks online.
- Proven ability to strategize and problem-solve in complex systems.
- Strong leadership and organizational skills.
- Proven success in working collaboratively with staff, vendors, board of directors and financial partners.
- Experience in a senior management position.

Education and/or Training:

- B.A./B.S. in Business or Accounting or a relevant field.
- Preference will be given to candidates with an MBA.

Certificates, Licenses, Registration:

- Must possess and maintain in good standing a valid California Class C Driver's License.
- Preference will be given to candidates with a CPA.

Knowledge, Skills, and Abilities

- Ability to explain financial terms in simple language.
- Genuine interest in MDLT's mission. Preference given to candidates with experience working with land trusts, real estate, and/or environmental non-profits.
- Strong organizational skills and an attention to detail.
- Demonstrated ability to work collaboratively on a team and to build and maintain positive relationships with all levels of the organization.
- Ability to balance competing priorities, complex situations, and tight deadlines.

Why our employees love working at MDLT

MDLT is the type of organization where you can balance great work with great life. Every day we go to work filled with passion to be excellent, to creatively problem solve and to innovate.

We offer a competitive salary (\$85K to \$95K) with annual cash bonuses based on performance. We also offer an excellent benefit package including:

- Medical, Dental and Vision Insurance Benefits
- 401(k) Retirement Savings Plan with a generous company match
- Generous paid time off – extensive vacation, holidays, administrative time, personal time, and sick time - (additional paid holiday break between Christmas Eve and New Year's Day)
- Flexible work schedule
- Teleworking/Cell Phone Stipend
- Flexible Savings Account (FSA) Pre-tax savings for medical expenses not covered by insurance
- Dependent Care Savings Account Pre-tax savings for childcare services

Location

This position is eligible for remote working, although availability for occasional in-person meetings and events in Joshua Tree is required. If preferred, this position includes a private office at MDLT headquarters in Joshua Tree. The ideal candidate would reside in Joshua Tree or the greater southern California region.

How to Apply

Please email Lani Brown, Director of Operations & Human Resources (lani@MDLT.org). **Include a thoughtful cover letter addressing your reasons for interest and how your experience prepares you for this position as well as a current resume. Please include at least three professional references with contact information.** All applications are held in confidence; references will not be contacted until later in the search process with the candidate's prior knowledge. Review of applications will begin immediately and will continue until the successful candidate is selected.

