



Job Opportunity

Child & Adolescent Behavioral Health

Position: Chief Financial Officer

Overview

Now more than ever, mental and behavioral health care for kids is needed in our community. Child & Adolescent Behavioral Health is looking to meet the growing demands by hiring a full-time Chief Financial Officer (CFO).

As a member of our team, you will help children, youth and families successfully meet life's challenges by offering the support they need. We are a collaborative network of child therapists, psychiatrists, PMHNPs, case managers, school staff, community partners and other mental health professionals working toward a common goal. Together, we provide a positive environment for kids and their families to find health, hope and happiness.

We are looking for enthusiastic individuals to join one of the most innovative therapeutic mental health programs in Stark County. C&A is recognized by Zippia and The Cleveland Plain Dealer/cleveland.com as a Top Workplace in Stark County. We offer a compassionate, supportive, accountable work environment to help you grow your career, along with a comprehensive benefits package that includes generous and affordable medical, dental, life insurance, retirement and paid time off.

Job Descriptions/Duties

The Chief Financial Officer (CFO) plays a pivotal role in ensuring the financial health and sustainability of Child & Adolescent Behavioral Health. Reporting directly to the CEO, the CFO is responsible for providing strategic financial leadership, overseeing all the financial operations, and ensuring compliance with regulatory requirements. This role involves collaborating with the leadership team to align financial planning with organizational goals and driving financial strategies to support the mission of improving mental and behavioral health for children, youth, and families.

Key Responsibilities:

Strategic Financial Leadership

- Collaborate with the CEO and leadership team to develop and implement financial strategies that support organizational goals.
- Provide financial insights and forecasting to inform strategic decisions, including annual budgets, capital planning, and long-term financial planning.
- Act as a trusted advisor on financial matters, offering guidance to the Board of Directors and executive management team.

- Represent the organization to external financial partners, including auditors, investors, and banking institutions.

Financial Operations and Oversight

- Lead and oversee all financial functions, including accounting, budgeting, cash management, billing, payroll, and financial reporting.
- Develop and monitor financial policies, controls, and procedures to ensure accuracy, integrity, and compliance regulations.
- Prepare and present timely, accurate financial reports to the CEO, Board of Directors, and other stakeholders.
- Manage the annual audit process, ensuring compliance with federal, state, and local laws and regulations, including nonprofit audit best practices.

Team Leadership and Development

- Supervise and mentor the finance and billing teams, fostering a culture of accountability, collaboration, and professional growth.
- Provide leadership in developing and managing the organization's financial and operational strategy, ensuring alignment with organizational objectives.
- Collaborate with program managers and department heads to develop and monitor budgets, ensuring alignment with programmatic goals and funding requirements.

Risk Management and Compliance

- Ensure compliance with all financial, legal, and regulatory requirements, including tax filings, audits, and financial reporting standards.
- Oversee risk management activities, including the development and implementation of policies to safeguard organizational assets.
- Monitor and mitigate financial risks, providing regular updates to the CEO and Board of Directors.

Operational Efficiency and Improvement

- Develop and implement forward-looking financial models and analyses to support operational and strategic decision-making.
- Identify opportunities to improve financial processes and systems, leveraging technology to enhance efficiency and accuracy.
- Collaborate with the leadership team to optimize resource allocation and ensure the sustainability of programs and services.

Qualifications

- Bachelor's degree in accounting, Finance, or a related field, CPA or MBA preferred.
- Minimum of 7-10 years of experience in senior financial leadership roles, ideally within a nonprofit or healthcare organization.
- Strong knowledge of nonprofit accounting principles, including fund accounting and compliance requirements.
- Proven expertise in financial analysis, forecasting, budgeting, and risk management.
- Demonstrated ability to lead and develop high-performing teams.

- Proficiency with financial software and systems, including accounting and electronic health record platforms.
- Exceptional communication and interpersonal skills, with the ability to convey complex financial concepts to non-financial stakeholders.
- Commitment to the mission and values of Child and Adolescent Behavioral Health.

Why Child & Adolescent Behavioral Health

At Child & Adolescent Behavioral Health, we are here for you, so you can be there for them. We provide a supportive environment for our clinical therapists to grow and lead in their careers, and in turn, you bring unmatched compassionate care and expertise.

We have been recognized as one of the Top 10 Best Companies to work for in Stark County, because we strive to take care of our team at work and at home.

Recognition and Awards

Child & Adolescent Behavioral Health has been recognized and ranked on three Zippia lists:

- Best Non-Profit Companies to Work for in Ohio
- Best Companies to Work for in Canton, Ohio
- 2022, 2023 and 2024 Top Workplace for Non-Profits in Northeastern Ohio by Cleveland Plain Dealer/cleveland.com
- Canton Regional Chamber of Commerce Community Salute Award - 2018 Award of Appreciation

Location

We have four locations in Stark County including downtown Canton, Belden Village, Alliance and Plain Township.

Salary Range/Compensation: Will vary based on education, experience, and skills.

Hours: Full-time position. 40 hours/week.

Location: This position is at the Canton/ShIPLEY office.

Send resume/apply to: recruiting@childandadolescent.org

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