



Chief Financial Officer/Controller

Las Cruces, NM

Serving New Mexico State University, New Mexico's flagship land-grant and space-grant institution, New Mexico State University Foundation (NMSUF), seeks a highly-collaborative, thoughtful, and savvy senior finance leader to serve as CFO/Controller. The CFO will join a dedicated team, contributing to the Foundation's growth, and will play a critical role in planning and executing the financial goals of the foundation, ensuring long-term strategic growth. Responsible for leading and managing the finance and accounting team with expert counsel, the CFO will maintain impeccable financial processes and controls to safeguard NMSUF's resources and credibility. The successful candidate will be skilled at winning the confidence of board members, colleagues, and other internal and external stakeholders. This is a wonderful opportunity for an accomplished finance leader to advance the foundation and join a vibrant community.

Founded in 1888, New Mexico State University is the oldest institution of higher education in New Mexico. NMSU ranks in the top 20% of all selective public colleges in moving students from the lowest income tier to the middle and is among the best in the nation at moving people from the bottom tier to the top. Over 50% of NMSU students are first generation college students and over 60% are Hispanic, meaning NMSU is one of the most important and effective drivers of economic mobility in the state. Rated as a military and veteran friendly university, NMSU dedicates significant resources and support to active-duty military, their dependents, and veterans. The University also has a storied history of top-tier and deeply impactful research. This is particularly true in the College of Engineering, which has strong partnerships with institutions such as Stanford University around innovation and private collaborations with companies like Intel, Boeing, Sandia Labs, and Northrup Grumman. Across five campuses, 33 Extension offices, 12 agriculture and research science centers, NMSU reaches across New Mexico and strives to increase opportunity for all and invest in research to change lives.

For the NMSU community, private philanthropic support is vital to increased accessibility. The recently-completed *Ignite Aggie Discovery Campaign*, the largest in the university's history, raised over \$125 million across three distinct pillars – student discovery, faculty, and staff discovery, and NMSU achievement. Of the total, \$39 million alone was dedicated for student support, and \$55.6 million was raised for programmatic and research support. With an endowment of \$240 million, and \$370 million of total assets, the NMSU Foundation has a massive opportunity to raise even more for student, faculty, and community success, creating an even deeper need to establish strong financial controls and leadership.

With a new Foundation President joining in Spring 2020, there is an energetic eagerness throughout the foundation team to develop and execute on an ambitious growth plan. To do so, NMSUF is looking to attract a finance leader with unique balance of sophistication, authenticity, and passion for the New Mexico community. Crucial to the success of the foundation, the CFO will take initiative in developing and maintaining critical financial information and reporting processes to be used to safeguard and control the Foundation's resources.

Ideal candidates will be dedicated, hard-working, and meticulous. They must possess the proven ability to work with a widely diverse set of stakeholders and have the personal maturity and political acumen to communicate effectively with University and Foundation leaders, Board Members, staff, and other external constituents. A personal and professional commitment to valuing the differences in who we are, what we've experienced, and how we think, is vital. Excellent leadership and organizational skills in addition to superior verbal, written and interpersonal skills are essential. While not required, Spanish-speaking ability is always a plus. Candidates with experience in Blackbaud Financial Edge and nonprofit environments, particularly higher education, and the demonstrated ability to work effectively across the organization is preferred.

The position requires a Bachelor's degree in Accounting or Business. Additionally, a CPA and MBA is strongly preferred. Ten or more years of increasingly progressive management experience in financial accounting, preferably with a non-profit or fund accounting organization is preferred.

New Mexico State University

New Mexico State University began as the land-grant Las Cruces College in 1888, when New Mexico was still a territory of the United States. Shortly thereafter, it merged with the newly created New Mexico College of Agriculture and Mechanic Arts, opening in 1890 with just 35 students and six faculty members meeting in a two-room building. Today, New Mexico State University sits on a 900-acre campus and enrolls 16,400 students from all 50 states and from 71 countries. True to its mission, NMSU has throughout its history contributed greatly to agriculture and the physical sciences, locally and internationally. With several prominent aeronautics and space exploration companies located nearby, NMSU faculty have been at the forefront of space and weather research, and alumni have gone on to serve as executives at Boeing and even discovered comets. The Chile Pepper Institute, an affiliated nonprofit and research center at the University, is the only international organization devoted to the research, cultivation, and education of the chile pepper, the state vegetable of New Mexico.

Las Cruces

The flagship campus of the New Mexico State University system is located in Las Cruces, about 45 minutes from the Texas border and nearby El Paso. Renowned for its sunniness and proximity to some of the nation's best outdoor destinations. Residents enjoy many recreational activities such as hiking, biking, camping, skiing, and boating, with the Sierra Blanca mountains, White Sands National Monument and Elephant Butte Lake less than an hour's drive away.

Roles & Responsibilities

This is a wonderful opportunity for a collaborative and sophisticated finance professional to advance the capital goals of the NMSU Foundation and be an integral part in its mission towards continued growth of the foundation assets to benefit current and future students, programs, and departments. The CFO will be responsible for, among other things:

- Providing leadership and vision in financial planning, management, general accounting, investment management and treasury functions to organizational and board leadership in meeting the mission and strategic goals of the NMSU Foundation.
- Developing and approving budgets and business plan to achieve strategic goals; monitor and analyze financial and operational performance; establish internal and budgetary controls.
- Responsible for the preparation and review of monthly, quarterly, and annual financial statements for internal and external reporting, including reviewing budget to actual performance and communicating with budget managers on their budget performance.
- Act as the primary liaison with independent auditors to coordinate and manage the annual financial audit, and any audit for federal and state grants; prepare various schedules and gather and review information prepared by others required for these audits.
- Collaboratively working with investment managers and the finance and investing committees within the Foundation Board regarding investment policies and actual investment returns
- Preparing and submitting financial reports and other compliance requirements for federal and state grants as may be necessary. Responsible for preparing data for the annual federal 990, 990-T, and related state tax filings and coordinating the completion, review, and submission of the filings with external tax preparers. Completing and filing other tax and compliance reports.
- Directing and coordinating the establishment of budget programs. Collaborating with departmental leaders on the development of strategic annual budgets, facilitate public-private partnerships, advance the capital goals of the organization. Ensuring budget plans are accurate, fiscally sound, and sustainable.
- Maintaining an orderly accounting filing system, accounting policies and procedures, chart of accounts, and a system of internal controls over accounting transactions. Ensuring the accurate and timely processing of all accounting transactions and accounting related processes, including accounts receivable, payroll, and gift and grant transactions.
- Creating a climate of trust, transparency, and openness by working collaboratively and communicating frequently with governance groups, department and executive leadership and organizational employees.
- Supervision of personnel to include work allocation, training, promotion and enforcement of internal procedures and controls and problem resolution; evaluate performance and makes recommendations for personnel actions; motivate employees to achieve peak productivity and performance. Evaluating plans for professional improvement; Establishing and providing resources in support of departmental goals, objectives, and policies and procedures.

Qualifications

In addition to the abilities to achieve the above core responsibilities, ideal candidates will possess the following qualifications and attributes:

- Bachelor's degree and at least ten years of management experience relevant to one or more areas that report to this position. Although, not required, a CPA and an MBA are strongly preferred.
- Knowledge and understanding of principles, procedures, regulations, and standards applicable to the position and a genuine appreciation for the Foundation's mission, vision, and goals.
- Ability to review, enhance and implement new systems and processes that support a growing organization model, including reporting, estimating and financial management tools.
- Demonstrated maturity to act as a strategic partner and key member of the senior leadership team.
- Technologically savvy; Blackbaud's Financial Edge and Raiser's Edge familiarity desired.

- Short- and long-term planning, problem analysis and resolution skills; report preparation and presentation capability.
- Superior communication and interpersonal skills. Exhibits a level of comfort in reaching out to colleagues and senior leadership to deepen existing and develop new relationships.
- Strong leadership experience with a track record of achieving or exceeding goals; including demonstrated successes in setting a vision, attracting, and selecting a team, developing talent and rewarding for appropriate results.
- Deep curiosity around continual learning and improvement, and the commitment to helping others improve.
- Integrity, imagination, strong listening skills, and a high level of energy.
- A collegial, team-oriented working style in which colleagues are valued and appreciated at all levels of the organization.
- A healthy sense of humor and a good balance of confidence and humility.

How to Apply

The New Mexico State University Foundation has retained Talent Citizen to assist in this recruitment. President Tracy Welsh and Senior Associate Eva Kotilinek are leading this search.

Please submit your resume and a cover letter outlining your interest, the reasons why you are best suited for the position and would be a great addition to the NMSU community, and where you learned of the position. Nominations and applications should be sent directly to NMSU-CFO@talentcitizen.com.

NMSU is an equal opportunity and affirmative action employer. Women, minorities, people with disabilities and veterans are strongly encouraged to apply.