



LAND AND GARDEN PRESERVE

POSITION PROFILE

# Chief Financial Officer

Mount Desert Land & Garden Preserve

Mount Desert Island, Maine



KOYA PARTNERS  
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# ABOUT MOUNT DESERT LAND & GARDEN PRESERVE

Mount Desert Land & Garden Preserve has a history shaped over more than a century by insightful and public-spirited people who cherished the landscape design and natural beauty of Mount Desert Island.

The nonprofit Land & Garden Preserve offers serenity across 1,400 acres of astonishingly beautiful natural lands, trails, carriage roads, and three breathtaking historic pleasure gardens adjacent to Acadia National Park on Mount Desert Island, Maine, between Seal Harbor and Northeast Harbor. Visitors enjoy our lands by walking a vast network of trails and carriage roads. We steward three top-tier public gardens of wildly different character: The Abby Aldrich Rockefeller Garden, Thuya Garden, and the Asticou Azalea Garden. Each is a horticultural work of art that reinforces a strong sense of place and contributes to the special wonder of coastal Maine. Our people are among our greatest assets. We proudly employ a dedicated team of talented gardeners and craftspeople with a passion for our mission to conserve and share the beauty of our historic lands and gardens.

The Preserve exists for those who want to connect with nature, to be inspired and restored, and to contribute to the conservation and sustainability of some of the most beautiful, historic public lands and gardens in New England. Through stewardship, openness, and tremendous care, the Preserve nurtures the essential interconnections between humanity and nature.

The Preserve was born from a deep love for the land and a desire to share it with others. We welcome members and visitors of all ages who seek to experience breathtaking natural beauty and who share a strong commitment to the environment, just like the people who work here. The Preserve and its people are rooted in a deep culture of respect – for humankind and its connection to nature, for stewardship and environmental integrity, for history and legacy, and for the artful power of fine horticulture.

The Preserve represents several dualities: its historic gardens are a step back in time, yet it maintains a keen focus on botanical innovation, horticultural excellence, ecological health, and best practices in environmental sustainability. We balance faithful historic preservation with forward-thinking approaches, and careful stewardship with public openness. The Preserve offers an invitation to wonder, think, learn, and discover. There is magic here. There is history, and there is joy, all ready to be experienced and interpreted anew with each visit.

FOR MORE INFORMATION  
ABOUT THE PRESERVE,  
PLEASE VISIT:

[www.gardenpreserve.org](http://www.gardenpreserve.org)

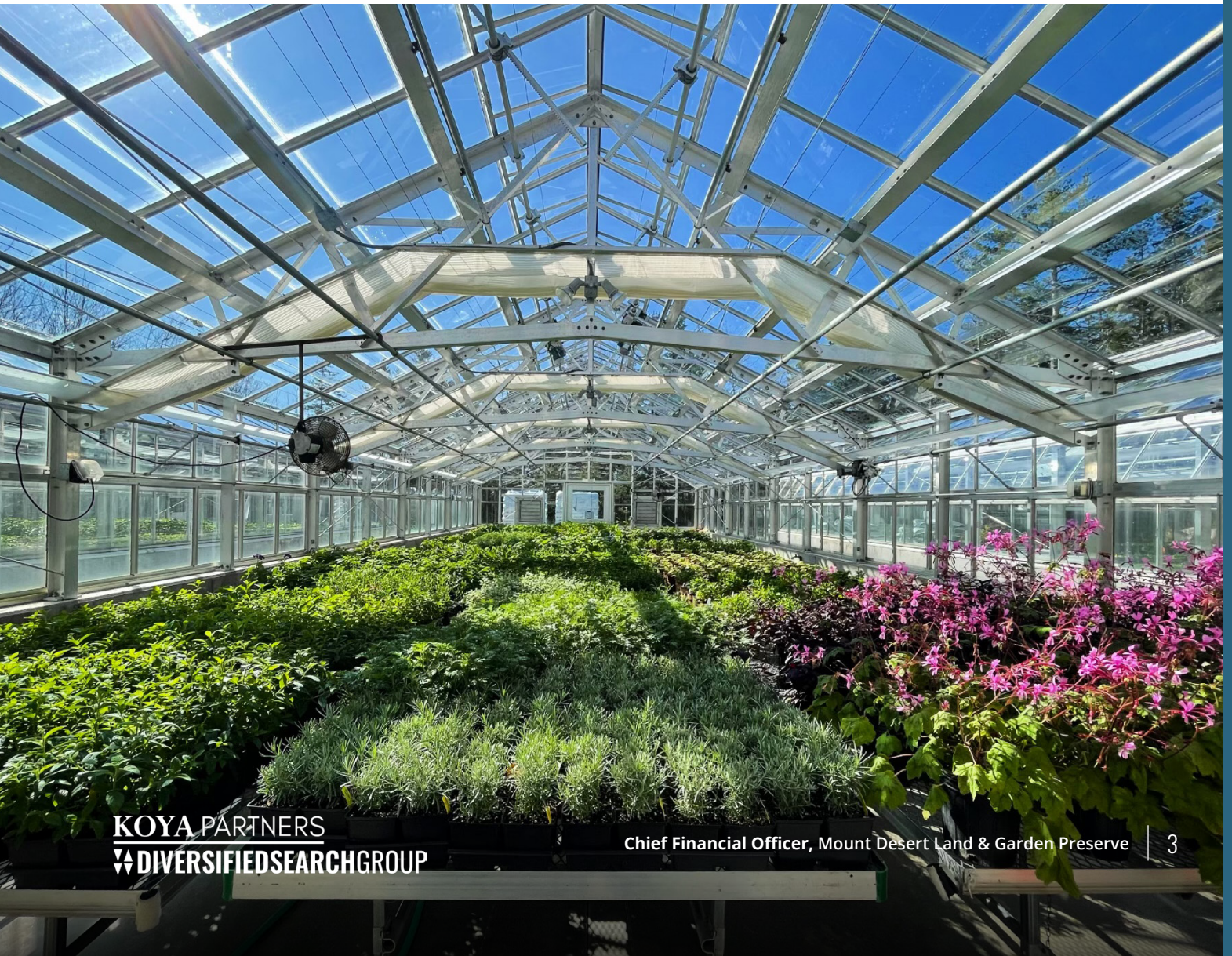


# THE OPPORTUNITY

The Chief Financial Officer (CFO) will be a key member of the leadership team, responsible for overseeing the financial health and sustainability of Mount Desert Land & Garden Preserve. Reporting directly to the CEO, the CFO will guide the organization's financial strategy, ensuring resources are effectively managed to support the mission of preserving and sharing the historic lands and gardens.

The CFO will be an organizational leader and shaper of culture. They will serve as a strategic partner to the CEO to fulfill the Preserve's mission and adhere to its values. The CFO ensures that the financial management is aligned with organizational strategy and delivers what the organization needs to flourish. A strategic and experienced leader, the CFO's primary focus is on directing and managing the organization's fiscal functions, and they will provide strategic oversight ensuring that operations are aligned with fiscal systems and policies and collectively provide effective support to the entire organization as it evolves.

This is a unique opportunity for an experienced financial leader to work with a passionate team and play a critical role in sustaining the legacy of one of Maine's most treasured institutions.





# CANDIDATE PROFILE

The following competencies are crucial for success in the Chief Financial Officer role:

## Financial Leadership

- Manage operating budgets exceeding \$5M, designing and overseeing comprehensive budget cycles to ensure compliance, sustainability, and effective risk management.
- Partner with the CEO to develop and execute long-term financial strategies, including models, analyses, and forecasts to ensure financial sustainability.
- Align financial strategies with the organization's mission and long-term objectives to drive fiscal health and growth.
- Oversee the preparation of accurate and timely annual budgets, forecasts, and financial reports.
- Provide clear financial analysis and actionable recommendations to the CEO, Board, and Financial Committees.
- Serve as the staff leader for the Investment, Audit, and Finance & Planning Committees.
- Collaborate with the leadership team and Finance & Planning Committee to develop the annual operating budget and future budget projections based on data, anticipated revenues, staffing, and the Strategic Plan.
- Monitor departmental expenditures, ensuring alignment with the budget, and provide monthly reports to stakeholders.
- Lead, alongside the Preserve's independent auditor, the annual audit process and preparation of the Preserve's financial statements and 990 tax return.
- Act as the chief compliance and risk management officer.
- Collaborate with the Investment Committee and Board Treasurer to manage the organization's endowment and investment portfolio.
- Represent the organization to external stakeholders, including financial institutions, investors, auditors, and public officials.
- Establish best practices for contract management including review and approval for external contracts and vendors.
- Support staff in financial planning and grant management related to work plans and campaigns.





## Strategic Financial Planning and Analysis

- Partner with the CEO to create, implement, and manage financial strategies aligned with organizational goals.
- Translate the Mount Desert Island Land & Garden Preserve's mission, vision, and strategy into actionable organizational priorities, balancing financial resources effectively.
- Collaborate with the leadership team to align strategic and operational objectives, resolve challenges, and ensure effective communication with the Board.
- Lead efforts to identify and mitigate financial and operational risks.
- Partner with the Development team to manage donor-restricted funds and grants.
- Supervise and mentor finance and administrative staff, promoting a culture of collaboration, accountability, and excellence.
- Provide financial literacy training and tools to staff, Board members, and Committees.
- Collaborate with Board and committees to develop short- and long-term financial plans and projections.
- Oversee financial planning operations, capital expenditures, and organizational financial stability.
- Manage contracts, legal services, and insurance programs while maintaining strong internal controls and adherence to compliance requirements.







## Compliance and Risk Management

- Ensure compliance with funder, state, and federal requirements, including fundraising registration and annual audits.
- Oversee relationships with law firms to address legal compliance and risk mitigation.
- Lead risk management efforts, ensuring the organization is compliant with evolving regulations while maintaining an equity-focused approach.

## Business Partnerships

- Negotiate and facilitate contract reviews, ensuring alignment with organizational policies.
- Oversee relationships with business partners and external stakeholders to maintain organizational sustainability and growth.
- Partner with CEO, Director of Development & Communications, and relevant board stakeholders to develop and implement a future business model based on diversified income streams.



# QUALIFICATIONS

- Bachelor's degree in accounting, finance, or a related field; an advanced degree such as an MBA or CPA is strongly preferred.
- A minimum of 10 years of progressive financial leadership experience, preferably within the nonprofit sector.
- Demonstrated expertise in financial planning, investment management, and nonprofit accounting principles.
- Comprehensive knowledge of financial management, accounting principles, and budget processes.
- Proven expertise in grant management and donor funding, with experience collaborating with Development teams to meet grant and donor expectations.
- Demonstrated success in organizational risk management, encompassing policies, finances, and systems.
- Familiarity with investment accounting and portfolio management.
- Strong analytical and problem-solving skills, with an emphasis on data-driven decision-making.
- Proficiency in financial software and systems.
- Exceptional interpersonal and communication skills, with the ability to effectively engage stakeholders at all levels.
- Ability to work independently as well as collaboratively within a team setting.
- Demonstrated good judgment, commitment to excellence, and follow-through on responsibilities.
- Highly detail-oriented, organized, and capable of managing multiple priorities simultaneously.
- A high standard of integrity and confidentiality, particularly regarding staff, donors, and financial matters.

# COMPENSATION & BENEFITS

Mount Desert Land & Garden Preserve offers a competitive salary commensurate with experience and an excellent benefits package. The anticipated salary range for this position is \$145,000 - \$155,000.

*Mount Desert Land & Garden Preserve is an equal opportunity employer and encourages applicants from diverse backgrounds to apply.*

# CONTACT

Liz Lombard and Angie Sessoms of Koya Partners have been exclusively retained for this search. To express your interest in this role please submit your materials via the [Talent Profile](#) or to Angie directly at [asesoms@koyapartners.com](mailto:asesoms@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

## ABOUT KOYA PARTNERS | DIVERSIFIED SEARCH GROUP

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

*Learn more about Koya Partners | Diversified Search Group via the [firm's website](#).*