



ACADEMY OF Management



Chief Financial Officer Briarcliff Manor, NY

DRi Waterstone
HUMAN CAPITAL

DRiWaterstone HC
3033 Wilson Blvd., Suite E-537, Arlington, VA 22201
703-294-6684
www.DRiWaterstoneconsulting.com

The Premier Scholarly Management Community



The Academy of Management is the preeminent professional association for management and organization scholars, dedicated to enabling a better world by improving management practices in all places where people work.

The Academy of Management has a worldwide membership of professors and Ph.D. students in business schools; academics in related social

science and other fields; and other stakeholders who value scientific knowledge. Founded in 1936, the AOM global community today has 18,000 members in more than 110 countries. Relationships with U.S.-based and international affiliates further promote the exchange of ideas and opportunities for collaboration.

Members who teach and conduct research connect with each other through divisions and interest groups in 26 management disciplines. The Academy supports broader scholarly activity and the sharing of ideas through meetings, online communities, premier publications and other service offerings that advance the professional development and careers of members in all stages of the academic life-cycle.

The Academy publishes six journals that are among the top-ranked management journals in the world: Academy of Management Annals (AMA), Academy of Management Discoveries (AMD), Academy of Management Journal (AMJ), Academy of Management Learning and Education (AMLE), Academy of Management Perspectives (AMP) and Academy of Management Review (AMR). Its latest publication, Academy of Management *Insights*, cited by media worldwide, translates research findings for practice. The AOM annual meeting of more than 10,000 attendees, in addition to smaller gatherings conducted throughout the year, bind the AOM community and offer a platform for the exchange of rigorous and relevant knowledge pertaining to scholarship, teaching and practice.

Engaged Grassroots Volunteers

The Academy of Management harnesses the power of its global volunteers who carry out much of the association's work. Professional staff and volunteers work collaboratively in a shared decision-making model that is at the heart of the Academy of Management's own management structure. This model revolves around core organizational values that shape all the Academy's work and relationships.

Professionalism

Innovation

Teamwork

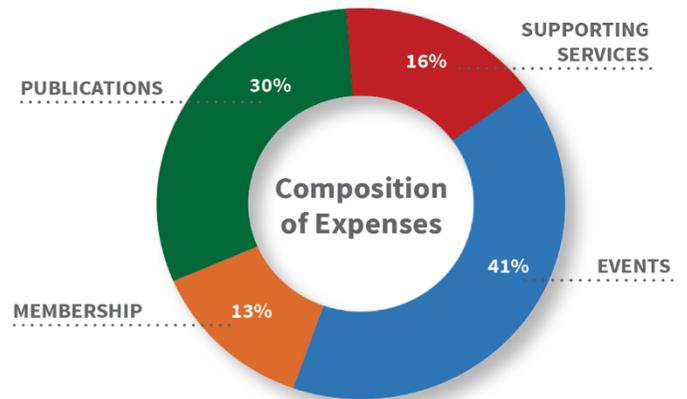
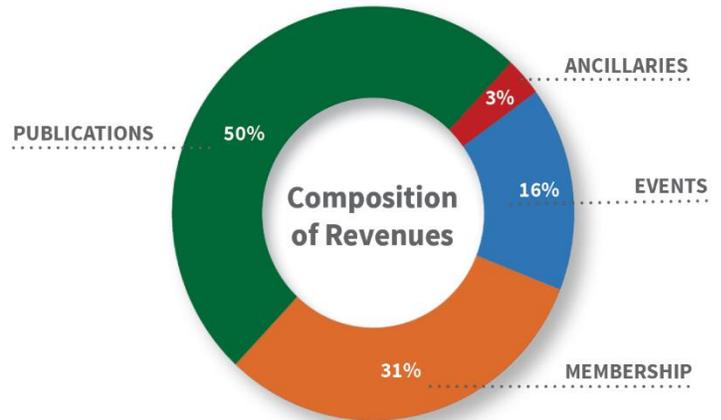
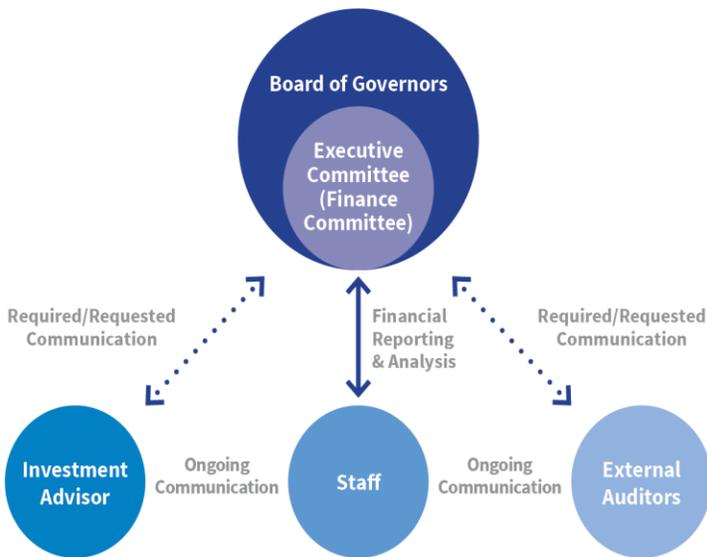
Service

Balance

Financials

The Academy of Management’s financial performance is stewarded by the Board of Governors, with the Executive Committee directly responsible for ongoing fiscal affairs, budget, and investment oversight. The Executive Committee includes three subcommittees: a Finance Subcommittee that assists the Executive Committee in navigating through financial issues; an Audit Subcommittee that oversees the annual audit process; and an Investment Subcommittee that oversees the investment portfolio.

SIMPLIFIED FINANCIAL GOVERNANCE MAP



NEW FINDINGS FOR MANAGERS ARE NOW AVAILABLE

ACADEMY OF Management
INSIGHTS

1 2 3 4 5 6 7



The Opportunity

The Chief Financial Officer is responsible for strategic leadership and broad financial stewardship of all aspects of the Academy of Management's finance and accounting functions to ensure the association's financial health and the fulfillment of its mission.

As a dynamic senior executive responsible for advancing the association, the CFO reports to the Executive Director, providing trusted leadership on the financial implications of all operational and strategic issues. Working collaboratively with the Executive Director, Board of Governors, and senior staff, the CFO integrates across the entire organization, serving as a credible resource for uncovering business opportunities, assessing risks, and developing solutions to business challenges. The CFO proactively leverages the association's resources to take advantage of opportunities to grow revenue, reduce expenses, and expand programs in support of member service and strategic objectives.

In the role of financial steward and advisor, the CFO makes strategic recommendations supported by financial modeling, budgeting, reporting, and advanced analytics to aid association leaders in informed decision making and the performance of their responsibilities. This work includes service

as the primary liaison to the Finance Committee of the Board. In addition to this vital strategic role, the CFO is pragmatic and hands-on—responsible for all internal financial functions, policies and procedures, and systems to ensure a technologically progressive and compliant association. Specific responsibilities include:

Strategy and Business Development

- ❖ Engage Board, Finance Committee, and HQ leadership to develop short and long-term plans for new sources of growth and value creation.
- ❖ Link strategic initiatives to solid financial plans and measurable financial goals.
- ❖ Partner in evaluating new service offerings in core business areas: conferences, publishing, and membership.
- ❖ Conduct financial modeling and impact assessment for new products.
- ❖ Carry out annual planning with business units to increase revenue and reduce expense.

Budgeting, Accounting, Financial and Operational Reporting

- ❖ Lead annual budgeting and midyear forecasting process. Ensure timely review and accurate financial reporting to all business units.
- ❖ Prepare monthly and annual financial statements that assess and evaluate performance. Build automated reporting.
- ❖ Ensure integrity of accounting operations and financial statements. Oversee Month End and Annual Closing review.

Financial Data and Systems Infrastructure

- ❖ Build digital finance capabilities to provide critical flow of financial and operational information to all business units and address volunteer needs.
- ❖ Ensure accuracy, availability and consistency of data on an integrated technology infrastructure.
- ❖ Collaborate with CIO on implementation of IT strategies and AOM digital transformation project.

Business Analysis and KPIs

- ❖ Collaborate with COO to develop comprehensive operational performance indicators in addition to financial metrics.
- ❖ Provide financial insight into plans and budgets, utilizing forward-looking models and advanced analysis.

Internal Controls and Compliance

- ❖ Ensure regulatory and other compliance for all financial and accounting functions. Oversee annual audit and preparation of annual IRS 990 filing.
- ❖ Recommend and set compliance policies and procedures.
- ❖ Manage contractual and other risk exposure. Advise on insurance coverage and policies.
- ❖ Develop operating framework for volunteer-related financial activity. Engage in volunteer orientation and training.

Treasury

- ❖ Maintain banking relationships; ensure effectiveness of banking functions.
- ❖ Guide investment policy statement and portfolio strategy. Engage with investment advisors to manage and monitor AOM's investments.
- ❖ Develop framework for strategic use of investments.
- ❖ Monitor cash forecasting for liquidity needs.
- ❖ Advance pricing strategy, models and controls for all products and services, including international activities.

Human Resources and Staff Development

- ❖ Lead capacity and capability-building for the finance team and overall. Coach, mentor and motivate finance team, developing talent and ensuring mix of technical, analytical and leadership skills. Carryout objective-setting and performance management program for direct reports.
- ❖ Collaborate with senior leadership on the development and execution of the performance management program, compensation system, employee payroll and benefits offerings.
- ❖ Serve as a role model for all staff, developing their financial acumen and reinforcing best practices and AOM values.



The Candidate

The Academy of Management seeks multi-faceted, broad-based experience that brings together the best of the non-profit and for-profit worlds, combining traditional finance functions with the strategic thinking expected of a modern CFO.

Education and Experience

- ❖ MBA/CPA or another professional credential highly desired.
- ❖ Progressive senior finance roles, preferably including some in a small to mid-size organization.
- ❖ Combination of non- and for-profit experience highly preferred; general knowledge of higher education or allied fields (research, conference) desired.
- ❖ Advanced digital skills. Proficiency with financial software, financial reporting tools, and Microsoft Office programs including advanced Excel. Sage Intacct highly preferred.

Skills and Abilities

- ❖ **Strategy:** Demonstrated ability to think strategically about complex problems, assess risks, and seize opportunities; ability to translate business strategy into financial strategy.
- ❖ **Systems and Technology:** Experience implementing modern financial systems to support organizational strategies and decisions; collaborative partnership in setting an IT agenda for the organization and finance area, digitally transforming processes and streamlining procedures.
- ❖ **Data Analytics and Financial Modeling:** Adeptness in analyzing data and converting it into insights to make

recommendations; superior skill in financial modeling and establishing KPIs; high degree of MS Excel modeling.

- ❖ **Problem Solving:** Confident and seasoned professional judgment; ability to deliver perceptive and creative solutions.
- ❖ **Relationship Management/Teamwork:** Ability to foster cohesive working relationships with staff, volunteers, and governing groups; developmental approach to staff management.
- ❖ **Initiative and Innovation:** Ability to create a disciplined culture of creativity and innovation; track record of transformative accomplishments that changed programs; willingness to lead processes and actively participate in “hands-on” due diligence and planning.
- ❖ **Communication:** Ability to handle complex financial topics orally, in writing, and before groups; expert ability to convey financial data in concise, understandable terms and to write proposals and position papers for a Board of Governors, executive leaders, and key volunteer governing groups.
- ❖ **Cultural Sensitivity and International Competency:** Ability to work in international settings and a multi-cultural environment.
- ❖ **Personal Style:** High integrity—honest, humble, and ethical—combined with a working style that is smart, energetic, passionate, and results-focused; ability to communicate in a clear, friendly, professional, and proactive manner.
- ❖ **Travel:** Ability to complete periodic domestic and international travel, up to 10-15% annually.
- ❖ **Work Model: Hybrid - two days in office, three days remote.**



Applications can be submitted at:

<https://waterstonehc.com/driwaterstonehc/position/academy-of-mgmt-cfo/>

All first-round interviews for this position will take place via telephone/video conference.

DRiWaterstone is an executive search and development consulting firm that places senior executives and works with them to build talented staffs, develop bold strategic plans, and design powerful fundraising programs.

The Academy of Management is an Equal Opportunity Employer and is seeking a diverse slate of qualified candidates for formal consideration.