



Inspired by its namesake Winthrop Rockefeller, Winrock's mission **is to empower the disadvantaged, increase economic opportunity and sustain natural resources.**

Winrock is a nonprofit organization that implements a portfolio of more than 100 agriculture, environment and social development projects in over 40 countries.

LEADERSHIP PROFILE

Chief Financial Officer (CFO) Winrock International

Little Rock, AR and Washington, DC

A Unique Opportunity

Winrock International is a recognized leader in U.S. and international development, providing solutions to some of the world's most complex social, agricultural and environmental challenges. The \$100M nonprofit is a leader in climate, natural resources, agriculture and economic opportunity, as well as the global fight against trafficking of persons and migrant exploitation. Winrock programs improve lives in over 40 countries including the U.S.

This is a time of promise at Winrock. Winrock's legacy and practice of ongoing innovation enables the organization to address ever more urgent and interrelated issues. Significant growth is projected through 2025, including a three-fold increase in U.S. programs and continuing leadership in climate change through the American Carbon Registry (ACR) and other climate-smart initiatives.

Led by an outstanding Board and Executive Team, Winrock nurtures a culture of respect, learning, collaboration and innovation. In addition, policies that foster flexibility and healthy work/life balance help make Winrock a best place to work.

The Chief Financial Officer (CFO) will join a growing, forward-looking organization as a strategic leader and partner. The CFO will have extensive experience in global finance, technology, and change management.

The CFO Mandate

The Chief Financial Officer (CFO) reports to the CEO and is a strategic member of the Executive Team and partner to the Board and global staff.

The CFO leads Finance and IT, managing a team of 45+ based in Little Rock, Washington, DC, Manila and Nairobi.



“

The CFO will have extensive experience in global finance, technology, and change management.

“

The CFO will be an inspiring leader of people and the business, innovation and growth.



The CFO will have a record of accomplishment in relevant global contexts, ideally with a hybrid background that includes nonprofit, corporate, and/or government experience. Over 90% of Winrock’s work is funded by USAID, USDA and other government partners. Growth in these funds, as well as resource diversification and financial innovation, are ongoing objectives.

The CFO is charged with modernizing and solidifying core systems and processes, and with enhancing Winrock’s financial, technology and facilities infrastructure. The CFO will be an inspiring leader of people and the business, innovation and growth.

The Chief Financial Officer will:

- 1. Be an experienced, visionary leader.** The CFO will be a dynamic leader of international finance and technology strategy, operations and staff. The CFO will be a trusted, effective thought leader and partner to the CEO, Board, Executive Team, and staff across the organization. The CFO will be a great listener, team and relationship builder, communicator and collaborator. The CFO will envision, and bring to fruition, best-practice management, processes and systems.
- 2. Elevate and strengthen core business processes.** The CFO will facilitate Winrock business strategy, growth, cost management and competitiveness. The CFO will have significant experience with complex revenue streams, including USG grants and contracts, and non-USG funding, including public and private sources such as state governments, foundations, corporations, individuals, and nonprofits. The CFO will be familiar with CAS standards and compliance, NICRA, USG rules and regulations related to financial management, including allowable costs and required internal controls. The CFO will be astute at managing indirect rates and cost

allocations, and knowledgeable of best practices in foreign exchange reconciliation, controls around USDA monetization programs, managing risk, and monitoring complex taxation requirements.

The CFO will lead and inspire evolution, streamlining, modernization and implementation of accessible, accurate processes and systems. The CFO will elevate analysis, reporting, forecasting and modeling, cash and debt management, and other core processes. The CFO will facilitate clear, transparent, real-time decision information and business processes across Winrock's global footprint.

3. **Be a catalyst for growth and transformation.**

The CFO will be a partner in growing and diversifying resources, and in advancing organizational change. The CFO will engender confidence and enthusiasm among current and prospective funders and partners, proactively offering analysis, financial acumen and ideas. Within Winrock, the CFO will inspire adoption of improved systems, processes and practices through strong communication and change management skills.

4. **Be an inspiring people manager and culture builder.**

The CFO will be an engaging, supportive, trusted leader and developer of talent. The CFO will advance Winrock's collaborative, partnering, can-do, learning culture by developing engaged, effective teams across the U.S., Nairobi, Manila and the project offices. The CFO will be a clear, compelling and courageous leader and communicator. By valuing, empowering and equipping staff, the CFO will foster an environment of excellence, integrity, innovation, and success.



“

Within Winrock, the CFO will inspire adoption of improved systems, processes and practices through strong communication and change management skills.

“

The CFO will be an inspiring leader of people and the business, innovation and growth.



5. Advance the Winrock of the future. The CFO will lead next-generation business modeling and evolution, and will foster innovation and forward-looking systems, processes and practices. The CFO will have experience with diverse business and funding models. With knowledge of the industry and a strong peer network, the CFO will be an ongoing resource for emerging best practices, new ideas, partnerships, and fund diversification.

Characteristics of the Candidate

The ideal CFO is a strategic and pragmatic leader, well-seasoned in global nonprofit finance and technology leadership. The CFO will be passionate about advancing Winrock's differentiated mission and culture through outstanding communication, management, and best-in-class solutions.

The CFO will bring skills and experience that include:

- Vision and strategic acumen
- Complex international finance and IT experience
- Knowledge of diverse public and private funding streams, and of endowment and portfolio investment management
- Change management and organizational development expertise
- Ability to listen, engage others, and make timely, courageous decisions
- Talent management, delegation and development skills

The CFO will have personal characteristics that include:

- A compelling, energizing personality
- Confidence, compassion, and humility
- Clear, engaging communication, storytelling and persuasion skills
- Relational, team and trust-building abilities
- Ability to feel and convey passion for the Winrock mission
- A sense of humor

The Organization

Winrock is a \$100 million 501-c-3 nonprofit organization that works to improve lives, livelihoods and the planet through a combination of technical expertise and entrepreneurial innovation, in partnership with governments and local, regional and international partners. Winrock implements over 100 agriculture, environment and social development projects in 40+ countries including the U.S. Its 1,000 staff members are based in four Winrock offices (Little Rock, DC, Manila, Nairobi) and dozens of project offices. The organization has a \$50 million investment reserve.

Created over three decades ago through the philanthropy of Winthrop Rockefeller and John D. Rockefeller III, Winrock has extensive on-the-ground experience in Asia, Africa and the Americas. The organization provides evidence-based solutions to some of the world's most complex problems through agriculture, advancing economic development, developing new solutions for energy and environment, and building human and social capital.

Several entities operate as wholly owned subsidiaries under the Winrock International umbrella:



“

Winrock implements over 100 agriculture, environment and social development projects in 40+ countries including the U.S.



“

In Tanzania alone,
Winrock’s integrated
approach to water
management has increased
water access for nearly
200,000 people.

- Environmental Resources Trust (ERT), which manages the American Carbon Registry (ACR) and climate-smart initiatives;
- Winrock Solutions, which works with nonprofits, foundations and primarily non-governmental partners; and
- Winrock Foundation, the entity that manages the Winrock Fund.

Several unique programs operate within Winrock, including the Arkansas Regional Innovation Hub, which supports entrepreneurship across the 8-state Delta region; and The Wallace Center, which focuses on sustainable and regenerative agriculture in the U.S.

Staff around the world values engagement in important work that makes a difference. The organization nurtures a positive, healthy, respectful culture, and is committed to four key principles: results focused, human centered, science based, and market driven. The focus on excellence is undergirded by Winrock’s [Core Values](#) and [Code of Conduct](#).

Winrock’s core areas of impact are:

Agriculture: helping farmers adapt to a changing climate and improving reliable access to nutritious food. In Nepal, 54,000 small producers (four-fifths of them women) more than doubled their annual incomes producing off-season vegetables, and raising goats, fish and poultry.

Economic Development: training entrepreneurs and workers, providing access to finance and markets, with a particular focus on opportunities for young people. Working with Kenya’s government, Winrock helped almost 100,000 youth obtain identification cards, allowing them to apply for training programs, jobs and loans.

Energy and Environment: promoting clean energy, forestry, access to water and sustainable management of natural resources. In Tanzania alone, Winrock's integrated approach to water management has increased water access for nearly 200,000 people.

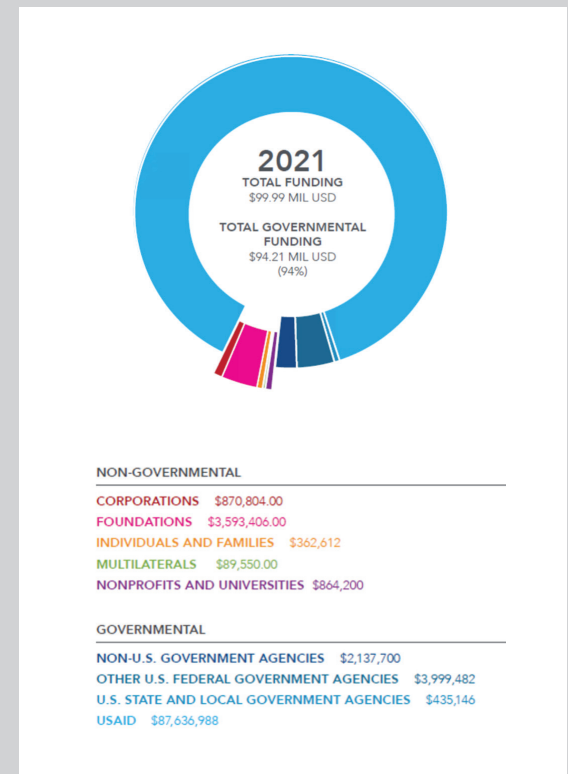
Human and Social Capital: eliminating child labor and human trafficking, improving education and gender equality, and strengthening civil institutions. In Bangladesh, a mass media campaign to counter trafficking in persons reached almost three and a half million people, and 4,105 migrants were trained on safe migration.

The Relationships

The CFO reports to:	President and CEO
Manages Finance and IT, with direct reports including:	<ul style="list-style-type: none"> • Sr. Director, Finance & Controller • Sr. Director, International Controller • Chief Information Officer • Two Senior Managers of Finance
Has other key relationships including:	COO; Chief Global Programs and Development Officer; Chief People Officer; General Counsel, Chief Risk and Compliance Officer; Chief Corporate Affairs and Strategy Officer; Chief of Staff; CEO, Environmental Resources Trust (ERT); ED, Winrock Solutions; Senior staff in the Manila and Nairobi offices and across the Winrock footprint.

Winrock Financials

Winrock International revenues of almost \$100 million in 2021 were 94% government funded, primarily by USAID. Next-largest sources of income are other USG federal agencies, non-governmental agencies, and foundations.





“

Winrock combines technical expertise with entrepreneurial innovation to improve lives around the globe.

The Location

Winrock International has headquarters in Little Rock, Arkansas and Washington, DC. The CFO position is ideally based in Little Rock or Washington, DC. Additional locations relevant to the CFO's scope of responsibility are Manila, the Philippines, where a number of IT staff are based; and Nairobi, Kenya, where regional Finance staff members are based.

Winrock International is an equal opportunity employer, and a diverse slate of compelling candidates is being sought.

For potential consideration or to suggest a prospect, please email

WinrockCFO@BoardWalkConsulting.com

or call **Kathy Bremer** or

Patti Kish at 404-BoardWalk (404-262-7392).
