



LEADERSHIP PROFILE

Head of Financial Planning & Analysis Earthjustice

"We're a nonprofit in the business of building a better future. Clean air. Clean water. Wild places. At Earthjustice, we think they're worth fighting for."

The Opportunity

Earthjustice's success and impact are supported by its visionary leadership and sustained growth. To build momentum, the organization seeks a highly strategic and forward-thinking leader to serve as Head of Financial Planning & Analysis.

Reporting to the Chief Financial Officer, the Head of Financial Planning & Analysis (FP&A) will play a vital role in shaping and executing Earthjustice's financial strategy, supporting sustainable growth, and optimizing financial efficiency.

Given the Chief Financial Officer's broad areas of oversight (finance, real estate, and security), the Head of FP&A role requires a seasoned and accomplished financial leader.

The Head of FP&A, known internally as Associate Vice President of Financial Planning & Analysis, will lead the financial planning team, build comprehensive financial plans, oversee the annual budgeting process, analyze financial performance, and deliver actionable insights to senior management and the Board of Directors.

Additionally, this role will help to establish and nurture a newly formed procurement function, further enhancing organizational effectiveness and resource stewardship.

This is a unique chance to contribute to Earthjustice's mission by ensuring that financial strategies align with and support its goals for long-term impact and protection of the environment.

The Organization

Wielding the power of law and the strength of partnership, [Earthjustice](#) protects our health, preserves land and wildlife, advances clean energy solutions, and combats climate change.

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Since its founding in 1971, Earthjustice has built an unparalleled legacy of securing significant, enduring, environmental [victories](#). Behind nearly every major environmental win, you'll find Earthjustice.

This success is driven by dynamic leadership and a team of dedicated employees who are united by their passion for justice and a commitment to a thriving, healthy planet.

Headquartered in San Francisco, Earthjustice extends its reach through offices in Anchorage, Bozeman, Chicago, Denver, Honolulu, Houston, Juneau, Los Angeles, Miami, New York, Philadelphia, Seattle, Tallahassee, and Washington, DC.

The Mandate

The Head of FP&A will bring advanced experience in proactive and predictive analytics, coupled with proven ability to foster strategic and supportive partnerships across the organization.

With deep experience and earned trust, the Head of FP&A will elevate conversations beyond traditional accounting data and metrics, transforming them into true business partnerships that enable informed and impactful strategic decision-making.

Through the Head of FP&A's work and areas of oversight, Earthjustice will enhance its agility and effectiveness, empowering over 600 employees to achieve greater impact in their work.

Key leadership attributes include a transformational mindset (with a vision for driving organizational growth and innovation); experience in change management (demonstrating the ability to navigate and lead through complexity); and a high level of cultural competence (ensuring alignment with Earthjustice's values and commitment to inclusivity and equity).



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Key Responsibilities:

Financial Strategy & Planning

- Lead the financial planning processes, including development of the annual budget, multi-year financial forecasts, and long-term financial models.
- Partner with the CFO and senior leadership team to develop and align financial strategies with organizational goals.
- Ensure financial planning processes are integrated across departments and reflect the organization's mission, priorities, and funding models.

Financial Reporting & Analysis

- Prepare and present financial reports to the Board of Directors, executive leadership, and key stakeholders.
- Provide in-depth financial analysis, including variance analysis, trend analysis, and insights on financial performance to support decision-making.
- Highlight risks and opportunities and recommend strategies for financial optimization and sustainability.

Budgeting & Forecasting

- Oversee the annual budgeting process, collaborating with program leads and department heads to create comprehensive and realistic budgets.
- Manage the forecasting cycle, ensuring accuracy and alignment with organizational goals and donor funding timelines.
- Develop and maintain forecasting models to evaluate financial performance and assess cash flow, reserves, and capital needs.



Key responsibilities of the Head of FP&A include partnering with the CFO and senior leadership team to develop and align financial strategies with organizational goals.



The Head of FP&A will cultivate a collaborative, results-oriented culture within the FP&A team, emphasizing continuous improvement and operational efficiency.

Financial Insights & Decision Support

- Engage senior management and provide actionable financial insights that drive strategic decision-making and resource allocation.
- Lead the creation of key financial dashboards and reports to track the organization's performance against financial and programmatic goals.
- Function as a thought partner and accountability partner, helping to assess the financial impact of new initiatives, cost-saving measures, or growth opportunities.

Fundraising Financial Support

- Work closely with Earthjustice's development team.
- Support the development and submission of grant proposals by providing financial data, projections, and reporting on funding needs.
- Ensure compliance with financial reporting requirements for grants, donations, and other funding sources, tracking both restricted and unrestricted funds.

Management

- Lead, manage, and mentor a high-performing FP&A team, providing coaching and development opportunities for team members.
- Cultivate a collaborative, results-oriented culture within the FP&A team, emphasizing continuous improvement and operational efficiency.
- Partner closely with other teams within the Finance department to promote transparency and alignment (e.g., Accounting, Treasury, and Financial Operations).

The Candidate

Essential assets include:

- Advanced financial analysis and modeling skills developed in organizations of comparable or larger size and complexity.
- High level leadership experience with the ability to translate complex data into clear, actionable insights.
- A builder who is ready and equipped to advance Earthjustice's impact.
- Advanced proficiency in financial software and systems, experience with NetSuite or Planful a plus.
- Executive presence with effective communication skills, with the ability to present financial information to both financial and non-financial stakeholders.
- Excellent organizational and time management skills, with the ability to manage multiple projects and meet deadlines.
- Ability to work collaboratively across departments and contribute to a positive, inclusive organizational culture.
- Awareness and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds, and orientations.
- Focus on recruiting, hiring, developing, and retaining a diverse and inclusive workforce.
- Emotional intelligence and strong self-awareness and understanding of the impact of one's own behavior.
- Cultural humility with interest in learning about diverse cultures, backgrounds and orientations and the drive to implement this learning into daily management practices.



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- Authentic passion for the mission and work of Earthjustice.

Professional experience must include:

- Bachelor's degree in finance, accounting, business administration, or related field.
- Extensive experience in budgeting, forecasting, financial modeling, and variance analysis.
- 7-10 years of experience in financial planning and analysis.
- Strong familiarity with financial reporting and accounting standards that impact reporting, familiarity with nonprofit accounting standards.
- 5 years in leadership or senior-level role with demonstrated experience leading, mentoring, and developing finance teams.

Additional preferred experience:

- Knowledge from the nonprofit sector or service organizations with complex revenue streams.
- Familiarity with nonprofit accounting standards a plus.
- Management and leadership experience with diverse teams.

The Relationships

The Head of FP&A reports to:	Chief Financial Officer, Vice President of Finance
Serves on Finance Leadership Team with:	<ul style="list-style-type: none"> • Controller • Director of Finance Systems and Operations • Investment and Treasury Director
Supports:	<ul style="list-style-type: none"> • Finance Committee of the Board of Directors • Development Leadership Team
Leads a team of 5, through 3 direct reports:	<ul style="list-style-type: none"> • Manager, Financial Planning & Analysis • Senior Financial Planning & Analysis Analyst • Director of Procurement (role to be developed)
Collaborates with:	<ul style="list-style-type: none"> • Leaders across the organization • Executive Leadership Team • C4 Leadership Team (Earthjustice Action)

Salary and Location

Earthjustice offers competitive and comprehensive salaries and benefits, reflecting its commitment to attracting and retaining top talent. The organization's culture is a major draw, characterized by an exceptionally collegial work environment and a casual dress code that fosters inclusivity and comfort.

Headquartered in San Francisco, Earthjustice prefers that the Head of Financial Planning & Analysis be based in the Bay Area to facilitate close collaboration with senior leadership. However, for exceptionally qualified candidates, remote work arrangements with the ability to travel as needed may also be considered.

Salary is based on experience and location, with an expected starting salary range of \$237,300 - \$263,700 (San Francisco-preferred or New York). Remote salary range (determined by experience and location) \$201,800- \$250,600.



For potential consideration or to recommend a prospect, please email

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or call **Patti Kish, Terri Kohan** or

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