



GREENPEACE

LEADERSHIP PROFILE

Chief Financial and Operations Officer

Greenpeace USA

Washington, D.C.

Greenpeace USA is committed to transforming the country's unjust social, environmental, and economic systems from the ground up to address the climate crisis, safeguard our planet for future generations, advance racial justice, and build an economy that puts people over profits.

Executive Summary

For over 50 years, Greenpeace USA has boldly defended the planet and championed peace. As part of a global network, the organization uses non-violent direct action, investigations, and campaigns to hold powerful interests accountable on climate change, deforestation, ocean protection, and fossil fuel expansion. From confronting whaling ships to scaling corporate headquarters, Greenpeace USA draws attention to environmental injustice while maintaining independence through grassroots funding—accepting no corporate or government money. Their work combines citizen mobilization, scientific research, and public pressure campaigns to drive environmental policy change and raise awareness about urgent ecological threats.

The work of Greenpeace USA has never been more critical. As our planet approaches irreversible climate tipping points and we face mounting political opposition to environmental protections, bold advocacy and action are essential. To advance this urgent mission, Greenpeace USA seeks a collaborative and values-driven Chief Financial and Operations Officer (CFOO) who combines financial acumen with a spirit of collaboration and shared purpose. This leader will bring steady stewardship, operational excellence, and a commitment to collective success to help the organization achieve lasting impact in this pivotal moment.

The Opportunity

Greenpeace USA requires a CFOO who is an experienced, adaptive leader with a passion for environmental justice to lead in this demanding time. Reporting to the Executive Director, the CFOO will be a valued strategist and thought partner to the high-functioning and collaborative Senior Management Team. Leading Finance, People & Culture, Information Technology, Facilities, and Risk Management—

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The CFOO's leadership will strengthen and integrate the operational systems that sustain Greenpeace's campaigning, movement-building, and advocacy work. This includes ensuring the responsible stewardship of financial resources, embedding people-centered and equity-driven policies, and creating operational environments that anticipate risk, enable agility, and foster innovation.

Beyond operational oversight, the CFOO plays a pivotal role in shaping organizational culture—championing collaboration, transparency, and accountability. They will foster cross-team partnerships, promote efficiency, and ensure that the organization's values are reflected in every aspect of its work.

The ideal candidate is an experienced strategist with a demonstrated ability to translate mission into action, navigate complexity with integrity, and lead teams through periods of growth, change, and challenge.

The Organization

Greenpeace USA is part of a global network of independent organizations committed to protecting the environment through research, peaceful protest, and creative advocacy. Working closely with communities most impacted by environmental destruction, Greenpeace centers environmental justice at the core of its campaigns.

Key efforts focus on:

- Oceans: Combatting deep-sea mining, unsustainable fishing, plastic pollution, and modern slavery at sea while protecting marine ecosystems.

- Climate: Holding major polluters accountable for climate degradation through bold taxes and fines, ensuring they fund recovery, rebuilding, and climate solutions.
- Democracy Resilience & Anti-SLAPP: Defending the right to protest and free speech, protecting activists from SLAPP lawsuits aimed at silencing them.

Greenpeace USA refers to Greenpeace, Inc., a 501(c)(4) advocacy and direct-action organization. Greenpeace Fund, Inc. is a separate 501(c)(3) public charity that focuses on education, research, and grantmaking. The two entities work closely together to advance a shared environmental mission. Monthly donors to Greenpeace Inc. support most of Greenpeace's work.

Greenpeace USA employees are represented by the Progressive Workers Union (PWU) since August of 2020. Most employees are based in the DC headquarters, with others working remotely. The organization operates out of multiple locations, including equipment centers in Oakland, CA, and Landover, MD, that support its campaigning and field operations.

Recent Developments

With an annual revenue of \$40 million and a workforce of 95 full-time employees, Greenpeace Inc and Greenpeace Fund have faced significant legal challenges. In March 2025, a jury ruled in favor of Energy Transfer, the company behind the Dakota Access Pipeline, in a lawsuit against Greenpeace. More on this here <https://greenpeaceontrial.org/>.

In response, the organization has taken measures to right-size and strengthen operations as it defends itself. Directionally, the organization is stable, and staff and leadership are adapting. The CFOO is needed to tighten operations and



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enhance cross organizational collaboration that this longstanding organization and urgent mission requires.

The Mandate

To contribute on day one, the Chief Financial and Operations Officer will build trust and partnerships quickly. Highly emotionally intelligent, they will join an established and celebrated organization that requires leading inclusively and bringing effective and durable solutions to complicated problems.

The CFOO can expect a mandate that encompasses several overlapping priorities:

Strategic Financial and Risk Management

- Oversee budgeting, forecasting, internal controls, cash flow management, audits, regulatory compliance, reporting, cross-departmental resource allocation, and scenario modeling for long-term sustainability
- Manage investments in partnership with the Board Finance and Investment Committees, ensuring adherence to established investment policies
- Collaborate with the General Counsel, IT Director, and Facilities Director to lead enterprise risk management, proactively identifying and mitigating legal, financial, operational, and cybersecurity risks
- Build strong relationships with financial institutions, auditors, investment advisors, and other key external partners
- Eliminate silos by assessing, streamlining, and simplifying processes. Engage all staff in financial and operational excellence through clear and understandable strategy and language

Leadership and Strategic Direction

- Serve as a thought partner to the Executive Director, anticipating operational needs, resolving bottlenecks, and ensuring organizational priorities are met
- Collaborate with the Senior Management Team (Campaigns/Programs, Communications, Development, General Counsel) to drive annual and multi-year strategic plans
- Champion cross-organizational change initiatives, process improvements, and operational innovations
- Build a culture of collaboration, equity, learning, and continuous improvement across all teams

Communication and Stakeholder Engagement

- Build and maintain trust with internal leaders, staff, and key external partners through strong relationships and transparent communication
- Ensure timely, clear communication with the Boards on financial, operational, and risk matters
- Liaise with Greenpeace International and other National/Regional Offices on global initiatives, ensuring Greenpeace USA's active participation in cross-border planning and resource processes
- Work effectively with union leadership to maintain strong relationships in alignment with organizational values and legal obligations

Operational Excellence

- Enhance Greenpeace USA's people-centered strategies, including recruitment, onboarding, professional development, performance management, succession planning, and staff engagement



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The search for Greenpeace USA's CFOO will focus on passionate leaders with a deep affinity for the organization's mission and alignment with its values of independence, non-violence, and environmental stewardship.

- Champion equity, diversity, and inclusion (EDI) initiatives that promote a respectful, high-trust, and inclusive workplace
- Oversee technology, data, and facilities strategies to ensure operational effectiveness, cybersecurity, and accessibility
- Strengthen infrastructure, integrate systems, and promote data-informed decision-making
- Oversee facilities management to support safe, sustainable, and productive working environments for staff across locations
- Lead organizational performance tracking, using OKRs, KPIs, and dashboards to monitor progress against strategic plans and address operational challenges

The Candidate

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A sophisticated leader seasoned by the special demands of complicated organizations with multifaceted stakeholders would be ideal. Of special interest are those who have successfully weathered significant challenges, leading teams through change with respect, empathy, and discipline.

Minimum Required Experience

- Ten years or more of senior leadership in nonprofit or mission-driven organizations
- Four years or more experience managing teams, senior managers, and directors

Additional Qualities and Knowledge

- Proven expertise leading both finance and operations, with the ability to create alignment and harmony between financial and operational priorities
- Administrative leadership with the ability to lead and improve human resources, IT, and other administrative functions
- Bias toward action – a leader who takes time to understand but acts decisively to resolve issues
- Adaptive and resilient – demonstrates flexibility, nimbleness, and maturity in navigating complex challenges
- Exceptional collaboration skills – facilitates and leads effectively across diverse teams
- Strong communicator – translates complex financial and operational concepts for diverse audiences with clarity and impact

Preferred Qualifications

- Advanced degree in Business Administration, Finance, Nonprofit Management, or related field; CPA or MBA strongly preferred
- Experience in unionized environments and collective bargaining
- Familiarity with 501(c)(3), 501(c)(4), and PAC regulations
- Experience in federated or international nonprofit structures

The Relationships

The Chief Financial and Operations Officer reports to:	Executive Director
Supervises 6 direct reports:	• Senior Finance Director • People & Culture Director • IT Director • Data Director • Facilities Director • Operations Director
Collaborates with:	• Senior Management Team • Finance and Audit Committees of Greenpeace Inc and Greenpeace Fund Boards



The Compensation

Greenpeace USA provides employees with a competitive compensation and benefits package. The expected salary for this position is \$240,000 - \$275,000.

The Location

The preferred location for the CFOO is at Greenpeace USA headquarters in Washington, DC. Greenpeace USA does not currently have fixed in-office requirements, but this role will be expected to join in-person meetings as necessary. We will consider candidates from any approved location (Maine, New Hampshire, Massachusetts, Illinois, New York, New Jersey, Connecticut, Maryland, Virginia, North Carolina, Georgia, Florida, Colorado, Texas, California, Washington, Oregon, Nevada).

For potential consideration or to recommend a prospect, please email appropriate materials to GPCFOO@BoardWalkConsulting.com or call Michelle Hall, Patti Kish or Terri Kohan at 404-262-7392.

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