



Position Announcement
Chief Financial Officer
Green Bank for Rural America
Washington, DC/Appalachia

The Green Bank for Rural America, a nonprofit subsidiary of Appalachian Community Capital, seeks an experienced Chief Financial Officer to serve in a critical leadership role in shaping the financial, administrative, and operational strategy of this newly established organization, a pioneering initiative designed to accelerate financing for new energy investments in targeted rural communities, creating new opportunities for a prosperous future.

THE ORGANIZATION

The [Green Bank for Rural America](#) (Green Bank) is a wholly owned, nationally-operating, 501c3 subsidiary of [Appalachian Community Capital](#) (ACC), a Community Development Financial Institution (CDFI) serving member CDFIs across the 13-state footprint of Appalachia.

ACC was recently selected to receive a \$500 million [Greenhouse Gas Reduction Fund](#) (GGRF) Clean Communities Investment Accelerator (CCIA) award to catalyze new energy investments in rural communities that have historically been at the heart of energy production in America. This place-based effort will be a hub for investment and technical assistance to community lenders, local leaders, and workforce development partners in priority rural communities across the United States. The Green Bank has structured a robust national program that prioritizes 582 counties in Appalachia, energy communities, rural communities of color and Native communities – 30% of all US [persistent poverty counties](#) – with financing and technical assistance activities being available in *all* eligible rural communities nationally.

Under the GGRF award, the Green Bank will pass through 90% of funding to Community Lenders serving the target market and provide technical assistance services to community lenders and community stakeholders to ensure the program goals as outlined are met or exceeded. The goals fall into the categories of:

- Reduction of harmful pollution;
- Benefits to Low-Income and Disadvantaged Communities, including creation of quality jobs and support for BIPOC businesses; and
- Market Transformation, leveraging private capital for projects.

Beyond the GGRF award, the Green Bank aspires to become a self-sustaining entity to continue to provide financing for green economy investments in targeted rural communities, building the new energy economy, creating quality jobs, and improving the quality of life in rural America.

THE POSITION

Reporting to the President & Chief Executive Officer of the Green Bank, the Chief Financial Officer (CFO) will be instrumental in building and overseeing financial management, human resources, IT infrastructure, and procurement activities. Successful candidates will possess a robust entrepreneurial spirit, comprehensive financial expertise, a passion for the Green Bank's mission, and proven experience in a startup or transformative environment.

KEY RESPONSIBILITIES

- **Strategic Leadership:** Act as a key member of the executive team to develop and implement strategies that enhance operational efficiency and mission impact.
- **Financial Management:** Build and oversee sustainable financial operations, including planning, risk management, record-keeping, financial reporting, and budget control.
- **Human Resources Oversight:** Hire HR Lead to oversee strategic HR activities such as hiring, retention, and culture. Select and manage the Professional Employer Organization (PEO) ensuring selection and oversight of payroll, benefits, and compliance for 15-20 employees.
- **IT Management:** Hire IT Lead to oversee strategic IT activities, such as technology and vendor selection and management. Select and manage IT services, ensuring robust network security, effective user support, and website functionality.
- **Procurement Oversight:** Manage procurement processes in accordance with federal and EPA guidelines, ensuring compliance and efficiency.
- **Insurance Management:** Oversee the organization's insurance needs, including liability, directors and officers, and cyber insurance.
- **Funding Oversight and Reporting:** Oversee the federal funding mechanisms and compliance requirements to draw down and disburse funds by ACC, Green Bank for Rural America, and their sub-awardees.
- **Capital Raising and Funding Management:** Support the organization's identification and securing of funding opportunities, including support for management of relationships with banks, financial institutions, and other capital providers.
- **Compliance and Reporting:** Ensure adherence to all regulatory requirements for financial and tax reporting.
- **Team Leadership:** Build and manage a multidisciplinary team to support financial and operational objectives.

QUALIFICATIONS

Successful candidates will bring a range of skills, experience, and attributes including:

- 10+ years in financial management, with at least 5 years in executive roles overseeing finance, HR, and IT. Ensure that Finance, HR, and IT infrastructure align with and support the mission and activities of the organization.
- Background in community/economic development finance, banking, or investment, exposure to environmental projects or sustainable development a plus.
- Experience overseeing grants management, expertise in federal grants management preferred. Knowledge of federal grants standards for nonprofit organizations, along with federal procurement standards, NICRA, and IRS and state reporting and registration requirements.
- Demonstrated success in establishing and scaling operational and financial systems within new or rapidly growing organizations or departments.
- Strong leadership and team building qualities, demonstrated resourcefulness in using a financial lens to set priorities and guide investments in people and systems.
- Excellent communication skills, strategic thinking ability, and committed to ethical governance and sustainable practices.
- Ability to and enthusiasm for training sub-awardees in drawing down, disbursing, and reporting on funding from this program.
- Proficiency in financial software, strong IT literacy, and experience in managing third-party service providers.
- Bachelor's degree; CPA, CMA, or Master's degree in Business Administration or Finance preferred.

The position will be one of several senior leadership positions hired as the Green Bank is developing. Salary will be commensurate with experience, and the Green Bank will be developing a benefits package. The position will be hybrid and based in Washington, DC or other Green Bank for Rural America offices to be established in Appalachia.

EQUAL OPPORTUNITY EMPLOYER

It is Green Bank's commitment to treat all its employees and candidates for employment with dignity and respect and to provide a workplace that is free from discrimination, whether that discrimination is based on race, color, religion, sex, national origin, disability, political affiliation, marital status, ages, sexual orientation, gender identity, pregnancy, or other non-merit factors. Green Bank is committed to diversity and inclusion, and our goal is to have a workforce that is representative of the communities we serve.

APPLICATION PROCESS

To apply, upload detailed resume and cover letter explaining qualifications and motivations for joining Green Bank by clicking [here](#). For inquiries, contact Karen Schuler at Karen.Schuler@marcumllp.com. Resume review begins immediately.

About Marcum's Nonprofit & Social Sector Group

Marcum's Nonprofit & Social Sector Group is working with Appalachian Community Capital and the Green Bank for Rural America to support the search. Our group is a mission-driven professional services firm seeking to do more for nonprofits and socially conscious organizations. Learn more about our work at [Marcum Nonprofit & Social Sector](#).