



CALIFORNIA FARMLINK | CONTROLLER

OUR STORY

Established in 1999, California Farmlink is certified as a Community Development Financial Institution (CDFI). We are one of the first CDFIs in the nation focused on sustainable and organic agriculture as well as economic and environmental resilience. Knowledge, capital, and access to productive assets are the foundations of resilient farms, ranch and fishing businesses. We believe that these factors combine supporting equitable local food systems, living-wage jobs, and a healthy environment.

Our team works across California to affect change by providing access to land, capital and education. We believe these three things are the foundation of sustainable farm businesses that create and preserve wealth while conserving and enhancing natural resources. We also believe that successful farm and ranch businesses support healthy rural communities with resilient food systems, living-wage jobs, and a healthy environment characterized by working lands providing incomes and ecosystem services.

We deliberately direct resources and opportunities to groups that have historically been denied access to land, capital, and education, and thus have been unable to build wealth at the same rate as farmers who had an easier path to accessing land, capital and education.

OUR MISSION

As a Community Development Financial Institution, we invest in the prosperity and well-being of farmers, ranchers, and fishers who have limited access to financial resources. Our programs promote just and resilient economies and natural resource conservation. We offer fair financing, business education, and support for owning or managing agricultural land.

OUR VALUES

We value equitable access to opportunity, resilient working landscapes, fairness and accountability, and learning from farmers, ranchers, and fishers.

CORE PRINCIPLES

Wealth Building

We help business owners who produce food to focus on their balance sheet in order to build financial stability, save for retirement or education costs, and pass wealth to future generations.

Business Resilience

Our work integrates access to land and capital and business education, enabling our clients to make informed decisions to manage myriad risks inherent in farming, ranching, and fisheries businesses.

Equity & Conservation on Working Lands

We provide loans, education, and one-on-one assistance to help people with creating secure land tenure, adopting conservation practices, and accessing land.



PROFILE CHARACTERISTICS

- Hands-on, collaborative accounting professional and relationship builder who earns the trust of leaders, staff, and provide accounting leadership with a high level of accountability
- Team player, with a strong service mentality, natural curiosity and flexibility who is committed to continuous improvement and professional development for themselves and their staff
- High-energy, self-directed leader who can pivot with a willingness to embrace and enforce positive change, growth, and improve operational deficiencies
- Proven team frontrunner with capacity in seeing the big picture and who has built and developed a strong accounting function by leveraging strengths of others to empower, educate and mentor staff to achieve their fullest potential
- Be technically strong, structurally courageous with a high level of emotional intelligence, with the ability to self-direct, optimize existing tools, and establish controls

INTERPERSONAL ATTRIBUTES

- Highly engaged, and results-oriented professional, who will build a high-performance team through effective management, delegation of responsibility, and authority while challenging, motivating, stretching, supporting leadership, affecting a positive culture of engagement, accountability, empowerment, and collaboration
- Proved resourcefulness in setting priorities, proposing new ways of creating efficiencies, and guiding investment in people and systems
- Demonstrated ability to manage multiple priorities effectively and proactively within a dynamic, fast-paced, collaborative, customer service-oriented environment
- Innovative and empowering mentor that embraces integrity and ethical practices by providing accurate, responsive, detail-oriented accounting and financial results and goals



THE ROLE

The Controller will be responsible for the day-to-day operations of the accounting and finance function. The Controller will engage in daily cross-department collaboration. As the lead of the finance function, the Controller will set the tone for transparency, clarity, modeling best practices, and stewardship of the organization's revenue.

The Controller will provide leadership and oversight into the following:

- Develop and enforce internal controls to maximize transparency, clarity, and protection of organizational assets
- Create an environment of trust and productivity within the Finance team that transcends across the organization in a collaborative manner
- Lead the annual budgeting process; support the creation of budgets, variance analysis, and forecast with continuous process improvements and communication to respond to requests
- Identify and/or facilitate training of staff in accounting and financial concepts across the organization
- Provide leadership and coaching toward achieving monthly, quarterly, and annual finance goals and deliverables
- Implement consistent accounting policies, practices, and procedures across all programs using best practices
- Owns the annual audit and tax return filing; manages timeline and deliverables to completion
- Support and collaborate with development teams with grants and contract budget creation, and reporting
- Serve as liaison with Development and Operations to guide the transition from application to activation

The Controller will report directly to the Chief Operations Officer and lead a team of 3-4 staff.

CRITICAL RESPONSIBILITIES

- Oversee the accounting operations, create a best-in-class office; ensure the proper maintenance of all accounting systems and functions, including, but not limited to, budget preparation, audit functions and processes
- Hire, direct and coach finance and accounting team members to ensure timely, proficient and accurate results – and drive continuous improvement in accounting/ finance processes
- Prepare monthly/quarterly/annual financial consolidations, statements and reporting
- Remain current on audit best practices as well as state, federal and local laws regarding company operations
- Manage the budgeting processes

Accounting & Financial Leadership 50%

- Prepare and analyze financial statements (income statements, balance sheets, cash flow statements)
- Ensure accuracy and compliance with Generally Accepted Accounting Principles (GAAP)
- Maintain and manage the general ledger; prepare monthly/quarterly/annual financial reports
- Oversee accounts payable and accounts receivable processes
- Prepare reports for external stakeholders, such as investors and regulators
- Monitor performance, identify trends, and make corrective adjustments as necessary. – problem-solve
- Present financial reports and analysis to key stakeholders as needed
- Stay updated on best practices in nonprofit financial management and recommend improvements to enhance effectiveness and efficiency

Budget & Forecasting 20%

- Ensure the budgeting process aligns with the operational needs of the organization and priorities
- Evaluate and implement cost-saving initiatives while maintaining high-quality services
- Develop and manage the organizational budget
- Analyze variances and provide insights into financial performance
- Prepare financial forecasts and projections



Compliance & Risk 20%

- Prepare and file the tax returns and ensure regulatory compliance and industry standards
- Implement and enforce internal controls to ensure financial integrity
- Remain abreast of fraud trends, Identify and mitigate financial risks to the organization

Administrative Leadership 10%

- Serve as a business partner to the COO with a keen eye on continuously developing and improving systems
- Works with leaders across the organization to monitor processes and make recommendations

ESSENTIAL QUALIFICATIONS

- BS in Accounting/Finance/Economics required; CPA and/or MBA designation is strongly preferred
- 7-10 years of accelerated finance and accounting experience; ideally in both nonprofit, CDFI or lender environment
- Demonstrated leadership ability, team management and interpersonal skills
- Exceptional management and supervisory skills; must be an empowering mentor that embraces integrity and ethical practices by providing accurate, responsive, detail-oriented financial results and goals
- Possess high level of personal integrity, good judgment and maturity
- Outstanding analytical and organizational skills, detail-oriented, ability to prioritize competing and multiple priorities with calm demeanor and sound judgment
- Possess ability to work independently and as part of a team
- Highly engaged, mission-driven and results-oriented
- Ability to build a high-performance team through delegation of responsibility and authority while challenging, motivating, stretching and supporting senior leadership
- A collaborative and flexible leadership style, with a strong service mentality
- Technically proficient in database and accounting computer application systems; Microsoft Office, Google Suite, QuickBooks Online
- Passion for the mission and work of California Farmlink

COMPENSATION & BENEFITS

The compensation range for this role is \$130-150k. California Farmlink offers a competitive benefits package:

- Health, dental, and vision insurance
- Retirement plan contributions with 6% match
- Short-term, long-term, and life insurance
- Vacation, sick pay, and holiday policies
- Monetary professional development investment

TO APPLY

California Farmlink has retained CLA Talent Solutions to spearhead our search efforts. Please send note of interest and resume to:

- Tanacity Carter, Sr. Lead Recruiter | tanacity.carter@claconnect.com
- Octavia Gilmore, Principal & National Search Leader | octavia.gilmore@claconnect.com