

DIRECTOR OF FINANCE

Where Financial Rigor Meets Community Transformation

A Rare Enterprise Leadership Opportunity with
Community-Wide Impact

The Opportunity

Winner Partners is conducting a confidential search for a Director of Finance for a Tampa Bay-based nonprofit community development organization with more than \$10 million in annual revenue, approximately 50 employees, multiple community facilities, and a significant real estate portfolio.

This is a senior, hands-on opportunity for a finance leader who can strengthen accounting operations, controls, reporting, forecasting, and compliance while helping turn ambitious community development plans into financially sound, executable strategies.

The organization works across workforce development, housing, youth services, health and wellness, community engagement, and neighborhood revitalization. Its next finance leader will help protect the mission today while building the financial capacity for what comes next.

A Distinctive Real Estate Finance Mandate

Unlike a traditional nonprofit finance role, this position will play an active part in structuring and evaluating complex community development and real estate transactions.

- Build project pro formas integrating development budgets, sources and uses, draw timing, operating assumptions, debt service, reserves, and 10- to 30-year cash flow projections.
- Model layered capital stacks using public and philanthropic grants, conventional or mission-oriented debt, subsidy, equity, and other project-specific financing sources.
- Evaluate feasibility, leverage, debt-service coverage, funding gaps, operating sustainability, and downside scenarios.
- Support diligence, lender and funder materials, financing negotiations, closings, and post-closing financial and compliance requirements.

What Success Looks Like

Confidence in the Numbers

- Timely, accurate reporting; disciplined closes; strong controls; and fewer surprises.

Decision-Ready Insight

- Budgets, forecasts, dashboards, and scenarios that make tradeoffs clear.

Reliable Compliance

- Consistent execution across grants, contracts, 2 CFR Part 200, audits, filings, and procurement.

Stronger Capacity

- A well-led finance team and practical systems that can support growth.

More Than a Finance Role

This is an opportunity to pair sophisticated financial work with a mission that expands economic mobility and creates lasting opportunity in historically under-resourced communities. The role offers meaningful exposure to executive leadership, the Board, funders, lenders, and public-sector partners, with room for responsibility and influence to grow as the organization evolves.



Who We Are Seeking

A practical, highly capable finance leader who brings:

- Progressive finance and accounting leadership in a complex, multi-program environment
- Hands-on ownership of close, reporting, budgeting, forecasting, audit, controls, and compliance
- Substantive real estate pro forma and capital stack experience
- Working knowledge of nonprofit accounting and government-funded programs
- Strong judgment, follow-through, and the ability to communicate financial realities clearly
- A commitment to using financial expertise in service of community impact

At a Glance

- In-office role in the Tampa Bay area of Florida
- Reports to the Chief Financial Officer
- Oversees an Accounting Manager
- \$85,000 to \$90,000 base salary
- Confidential, targeted search

Preferred Credentials

- Bachelor's degree in accounting, finance, business, or a related field
- CPA, MBA, or relevant advanced credential preferred, but not required

Confidential Inquiries

Qualified candidates and referrals are invited to connect with Winner Partners at: DirectorofFinance@winnerpartners.net

Winner Partners is a woman-owned executive search and recruitment firm headquartered in St. Petersburg, Florida. Our partner-led team works nationally across industries to identify and place leaders who strengthen organizations, drive growth, and create meaningful impact. Learn more at www.winnerpartners.net.