



How many lives have you transformed today?



CHIEF FINANCIAL OFFICER

ABOUT US

At Plymouth Housing, we transform lives. We're one of Seattle's largest and most respected non-profits. We develop and operate permanent supportive housing for single adults who have experienced chronic homelessness. Our mission is to eliminate homelessness and address its many causes by preserving, developing, and operating safe, quality, supportive housing and by providing adults experiencing homelessness with opportunities to stabilize and improve their lives.

Plymouth owns and operates 15+ apartment buildings in the downtown Seattle corridor, providing permanent homes with on-site services to over 1,100 people annually. Our ambitious development pipeline includes four new properties in the next year and expansion beyond Seattle. As part of our strategic vision, we are building internal behavioral health services and transforming our systems to address rapid growth and the changing needs of residents.

Residents and staff come from a broad range of backgrounds and lived experiences. We provide services aligned with *Housing First*, *Harm Reduction*, and *Trauma-informed* principles. We lead from our values.

ABOUT THIS CHIEF FINANCIAL OFFICER OPPORTUNITY

We're looking for a strategic, innovative and collaborative financial leader to guide Plymouth Housing during a dynamic period of expansion and growth.

In this critical role, you will provide strategic leadership as part of the executive team, cultivating a high-performance, people-centered company culture based on our values. You will oversee the financial actions of the organization, including the entire financial and information technology operations. Key responsibilities will include:

- **Executive and financial leadership**, guiding financial decision-making while monitoring performance and continuous improvement
- **Finance and accounting strategy**, leading budgeting, planning, compliance, and reporting, as well as analysis of liabilities and investments across finance, real estate, and IT
- **Information technology**, overseeing strategy and planning, procurement, contracted services, and infrastructure
- **Team leadership and development**, ensuring open, respectful, and collaborative team performance

Our Values



- We create a safe and inclusive community.
- We demonstrate trust.
- We advocate for equity in housing.
- We serve with empathy and compassion.
- We help each other thrive.





ESSENTIAL QUALIFICATIONS

Education: Bachelor's degree in finance or accounting required; MBA, Certified Public Accountant, or Certified Management Accountant is desired.

Required Experience: A minimum of ten years' experience in a directly related and successful finance position with at least five years at an executive management level, preferably in a non-profit, housing or behavioral health organization.

Knowledge, Skills & Abilities:

- Proven success in a leadership position with sound technical skills, analytical ability, good judgment, and strong operational focus.
- An energetic, forward-thinking, and creative team player with high ethical standards and a commitment to ensuring financial integrity.
- Strong communicator, both in written and oral communication across diverse audiences.
- Management skills that demonstrate inclusiveness, decisiveness, good facilitation, a process improvement orientation, approachability, and a willingness to give feedback and develop a team.
- Direct experience with budgets, forecasting, financial analysis, with strong understanding of generally accepted accounting standards for a non-profit organization receiving significant government funding.
- Ability to identify and solve problems, to formulate ideas to increase efficiency of operations.
- Excellent working knowledge of computer systems, security, network, and systems administration, databases, and data storage systems, and VOIP systems.
- Proven understanding and knowledge of IT infrastructure best practices.

Personal Characteristics: Integrity, inclusiveness, attention to detail, flexibility, leadership, a sense of humor, grace under pressure, ingenuity, and a mutual respect for co-workers.

COMPENSATION & BENEFITS

- Full time position located in our offices at 2113 Third Avenue, Seattle, WA.
- Annual salary of \$171 - \$194k, commensurate with experience.
- Competitive benefits package including generous health, financial, and PTO programs.

Interested in applying?

Please view the [Chief Financial Officer position description](#) for full requirements and instructions on how to apply.

Employment and benefits information can be found at PlymouthHousing.org/working-at-Plymouth-Housing.

General questions?

Please contact our search consultant, Joseph Wahl, with Wahl & Associates, at Joseph@wahlandassociatesllc.com.



Wahl & Associates, LLC