

Job Announcement

Public Justice **Vice President of Finance** (Can work remotely from anywhere in USA.)

(August, 2022)

Public Justice has retained Slesinger Management Services to recruit a person with strong financial management skills to serve as vice president of finance. This is an outstanding opportunity for an individual with superb finance and accounting skills to be part of the senior management team of a rapidly-growing organization that currently has a budget of \$9 million and a staff of 45.

Applications will be accepted until this search is completed. To see if the search is still active, please visit www.SlesingerManagement.com.

The Organization

Public Justice is a nonprofit legal advocacy organization that takes on the biggest systemic threats to justice of our time – abusive corporate power and predatory practices, the assault on civil rights, and the destruction of the earth’s sustainability. It connects high-impact litigation with strategic communications and the strength of our key partnerships to fight these abusive and discriminatory systems and win social and economic justice.

Public Justice’s focus is on big change and high impact. It takes on important cases to stop institutions and systems that perpetuate inequity and exploitation. It harnesses all of its advocacy tools – litigation, communications, organizing, policy reform, and fundraising, as well as its partnerships and national membership network – to challenge corporate and government abuse and misconduct and to change the rules, organizational and institutional structures, behaviors, and norms by which inequitable institutions and systems operate. It is especially interested in injustices related to consumer fraud, employment discrimination, sexual harassment and assault, systemic racism, anti-LGBTQ discrimination, factory farming, climate change, and campaigns to block the public’s access to the courts.

A nonprofit founded in 1982, Public Justice has a staff of 45 and a budget of \$9 million. Revenue comes primarily from membership dues and donations (mostly from plaintiff trial attorneys around the country who also work on these issues), grants from private foundations, and attorney fees from successful lawsuits. The organization is headquartered in Washington, DC; there is also an office in Oakland, California; most staff now work remotely, and that is the expectation for the future. (The VP of finance is welcome to work from either physical office, or remotely from elsewhere in the United States.)

For more information about Public Justice, please go to www.PublicJustice.net. (Please do not confuse Public Justice (also called the Public Justice Foundation) with two other organizations with similar names: The Center for Public Justice, a Christian-based public policy organization with addresses in Washington, DC, and Alexandria, Virginia; or the Public Justice Center in Baltimore.)

The Position and its Principal Responsibilities

Reporting to Public Justice's executive director and working closely with colleagues on the senior management team, the VP of finance's primary responsibility is to ensure the fiscal health of the organization.

Key responsibilities include:

1. Serving as the senior strategic business partner to the executive director and board, assessing the financial implications of key opportunities and decisions the organization is considering.
2. Analyzing and assessing all existing policies and procedures related to finance and accounting, and recommending any changes that will improve the organization's ability to manage its finances effectively and efficiently.
3. Producing financial reports that are timely, accurate, and useful for senior management and the board.
4. Leading an organization-wide process to produce an operating budget that reflects the organization's strategic plan, and is integrated with the accounting system.
5. Serving as a member of the senior management team, which includes the executive director and the vice presidents of legal affairs, operations, and external affairs.

This job is available because Public Justice's vice president of finance and administration is retiring. The organization is splitting the job into two, headed by a newly-appointed VP of operations and this new VP of finance. In recent years, Public Justice has outsourced much of the bookkeeping and accounting to an accounting firm. At the moment, the new VP of finance will be a department of one person, not including the accountants at the outsourced firm.

Desired Skills and Characteristics

The ideal vice president of finance will be:

1. A trained accountant who is highly knowledgeable about financial accounting within nonprofit organizations, including tracking restricted grants from private foundations. An active CPA license is desirable, but not required.
2. Knowledgeable in managing the finances of an organization that has two distinct entities within it, in this case a 501(c)(3) and a for-profit professional corporation (PC). Public Justice produces separate financial reports for the two entities, plus consolidated reports.
3. Knowledgeable about calculating appropriate indirect cost rates to include in grant proposals to private foundations and other donors. (Public Justice does not seek funding from government sources.)
4. Experienced in working with attorneys, who run the programmatic work of the organization, often financed with restricted grants whose expenditures need to be tracked carefully and reported back to the funders.
5. A superb communicator, orally and in writing, especially in articulating financial data to colleagues.
6. A person with the confidence and presence to be able to work effectively with a board of directors that is comprised mostly of highly successful trial attorneys.
7. Deeply interested in and supportive of the varied causes that Public Justice takes on.
8. Collegial and open. The VP of finance must have a personality and work style that ensures that the internal atmosphere will remain open and collaborative at all levels of the organization.

Compensation

The anticipated salary will be \$160,000 to \$170,000. Public Justice provides staff with a generous benefits package that includes health insurance, paid time off, a retirement plan, and other policies that recognize and support work-life balance, including a newly-instituted four-day work week all year round.

(Public Justice requires those working in its Washington or Oakland offices to be fully vaccinated against COVID-19. Reasonable accommodations to this requirement, based on disability or a sincerely-held religious belief, will be considered.)

Public Justice is an equal opportunity employer and values a diverse workplace. We strongly encourage applications from people with disabilities; people of color, including bilingual and bicultural individuals; LGBTQ individuals; people of all genders; veterans; and people of all ages. Public Justice is committed to providing reasonable accommodations to individuals with disabilities. If you require reasonable accommodations during any part of the hiring process, please email Larry Slesinger.

To Apply

Please email:

1. cover letter that explains why you are interested and qualified, and
2. resume

to: Larry Slesinger, Founder and CEO, Slesinger Management Services
Larry@SlesingerManagement.com

(Please include “Public Justice” in subject line.)

Questions? Contact Larry Slesinger by email or 301-320-0680.