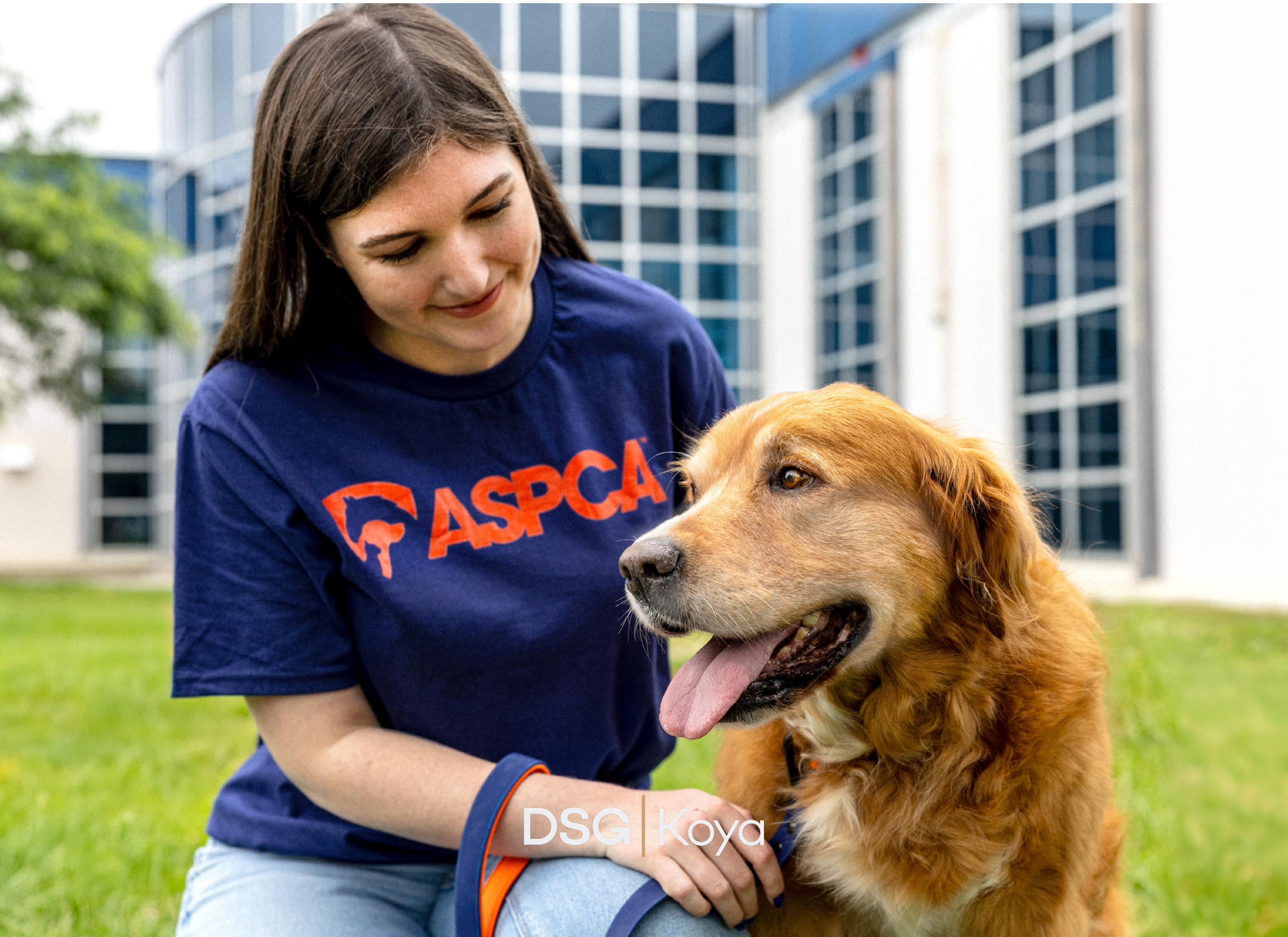
Position Profile

Chief Financial Officer

The American Society for the Prevention of Cruelty to Animals®

New York, NY



About The ASPCA®

The ASPCA believes every animal deserves to live a life free from suffering.

For more than 150 years, we've been on the frontlines to save, transform, and protect millions of lives in the fight against animal cruelty, revolutionizing the way society cares for animals. As the nation's first and leading animal welfare organization, we surround the most critical issues from every angle including tackling the most challenging cases in the most challenging places. Our teams of experts work tirelessly to develop innovative solutions that improve the welfare of animals big and small. Through our hands-on work and in collaboration with local partners nationwide, our collective impact is multiplied to give as many vulnerable animals as possible the second chance they deserve. We are the voice for millions of animals across the country and our commitment to eliminating animal cruelty is unwavering. Until we create the permanent change that ensures all animals are treated with respect and kindness, our work to protect them will never stop.

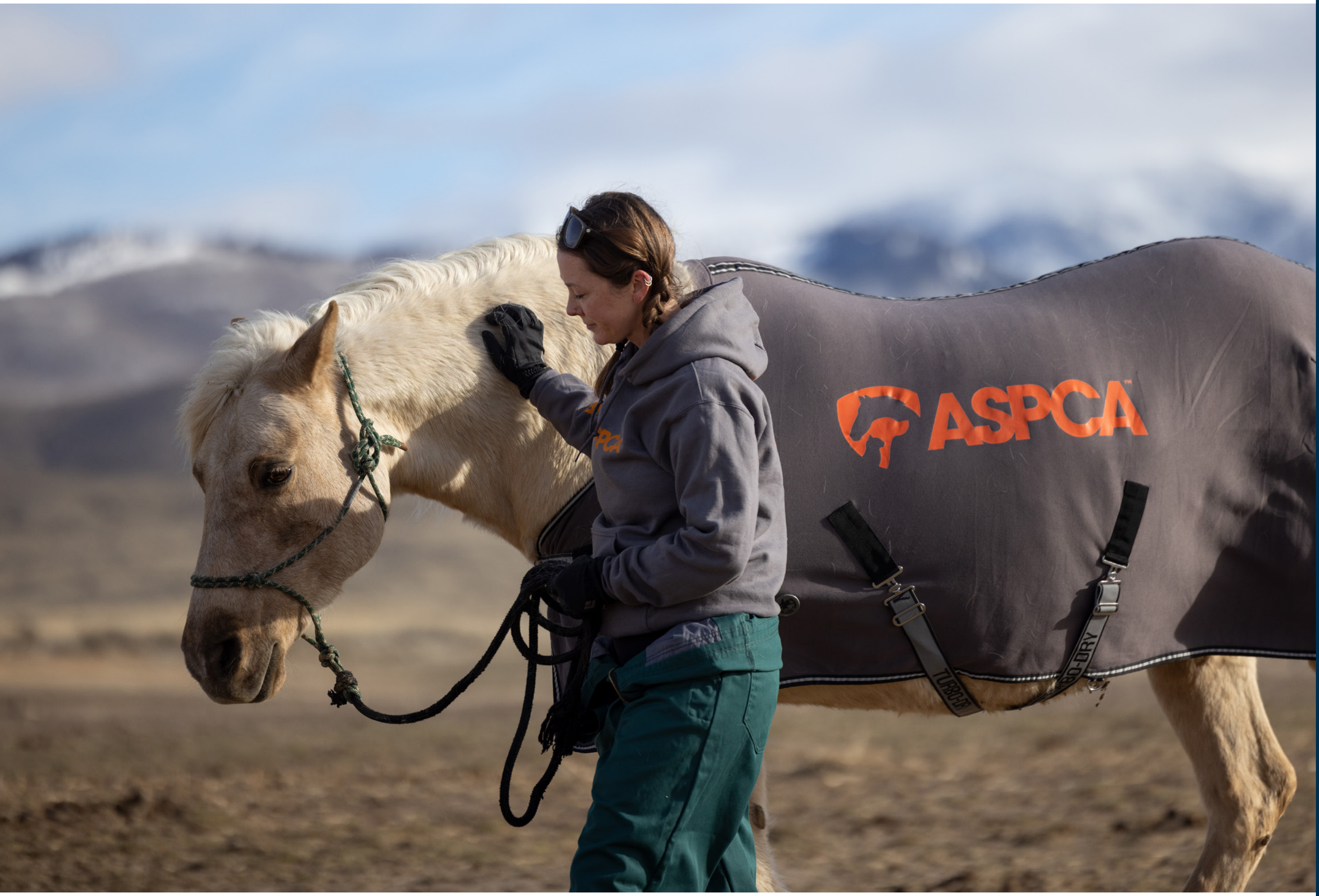
Learn more about the ASPCA
at www.aspca.org

The Opportunity

The ASPCA seeks a mission-driven Chief Financial Officer (CFO) to lead its enterprise- wide financial strategy, investment oversight, and real estate functions. Reporting to the President & CEO and serving as a key member of the Executive Leadership Team, the CFO will provide strategic and operational leadership to ensure strong financial management, organizational agility, and mission impact at scale.

The Finance division includes Financial Control, Financial Planning & Analysis (FP&A), Procurement and Real Estate & Capital Projects. These teams maximize donor dollars where they are needed the most to advance our lifesaving work for animals in an efficient and cost-effective manner and bring meaningful insights to decision-making to benefit the animals we serve. The CFO will lead these teams to deliver financial stewardship, capital management, and operational excellence across the ASPCA's national footprint.

This is a rare opportunity for a seasoned leader to oversee and sustain a complex portfolio while ensuring the continued financial strength of the ASPCA—one of the nation's most visible and impactful nonprofits.



Key Responsibilities

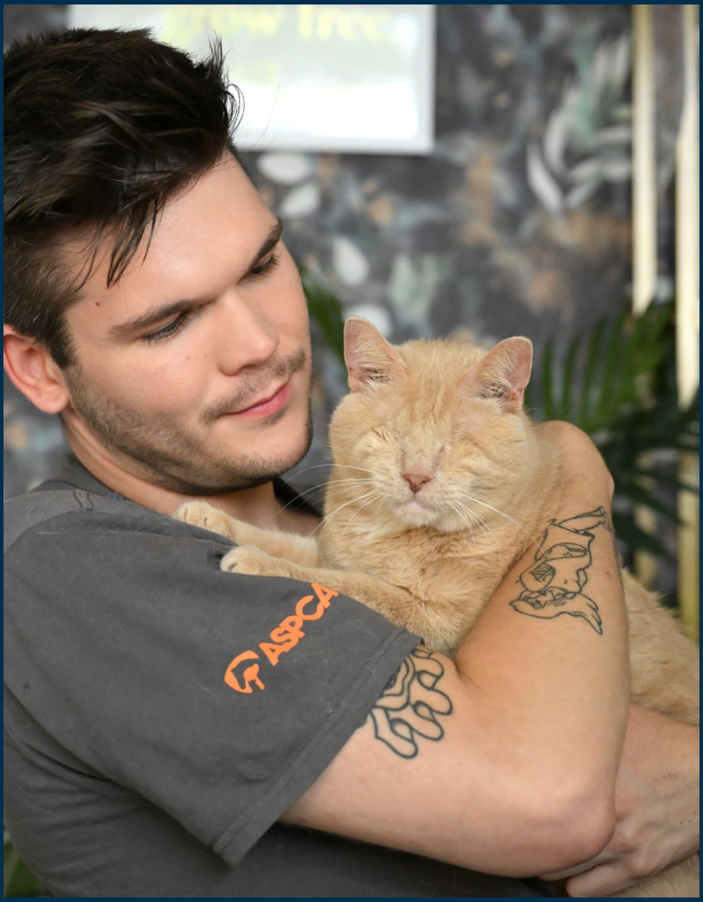
The CFO reports directly to the President & CEO and has five direct reports. Core responsibilities include:

Drive Organizational Leadership & Strategy

- Set the ASPCA's integrated financial and real estate strategies to support the organization's short-, and long-term goals.
- Serve as a trusted advisor to the President & CEO and ELT; engage actively in cross-functional leadership and decision-making.
- Present timely, accurate, and actionable financial information to the CEO, Board of Directors, and Finance and Audit Committees.
- Elevate the role of finance as a strategic partner to teams across the ASPCA.
- Foster a culture of financial accountability and literacy; empower leaders to manage contracts, budgets, and resources with confidence and transparency.
- Provide strategic thought partnership on the ASPCA's national footprint and capital deployment.
- Collaborate closely with the Executive Leadership Team (ELT) and the Senior Leadership Team (SLT) to align financial strategy with organizational priorities across functions.
- Partner closely with the Development division and Chief Development Officer to support fundraising efforts central to the ASPCA's financial sustainability.

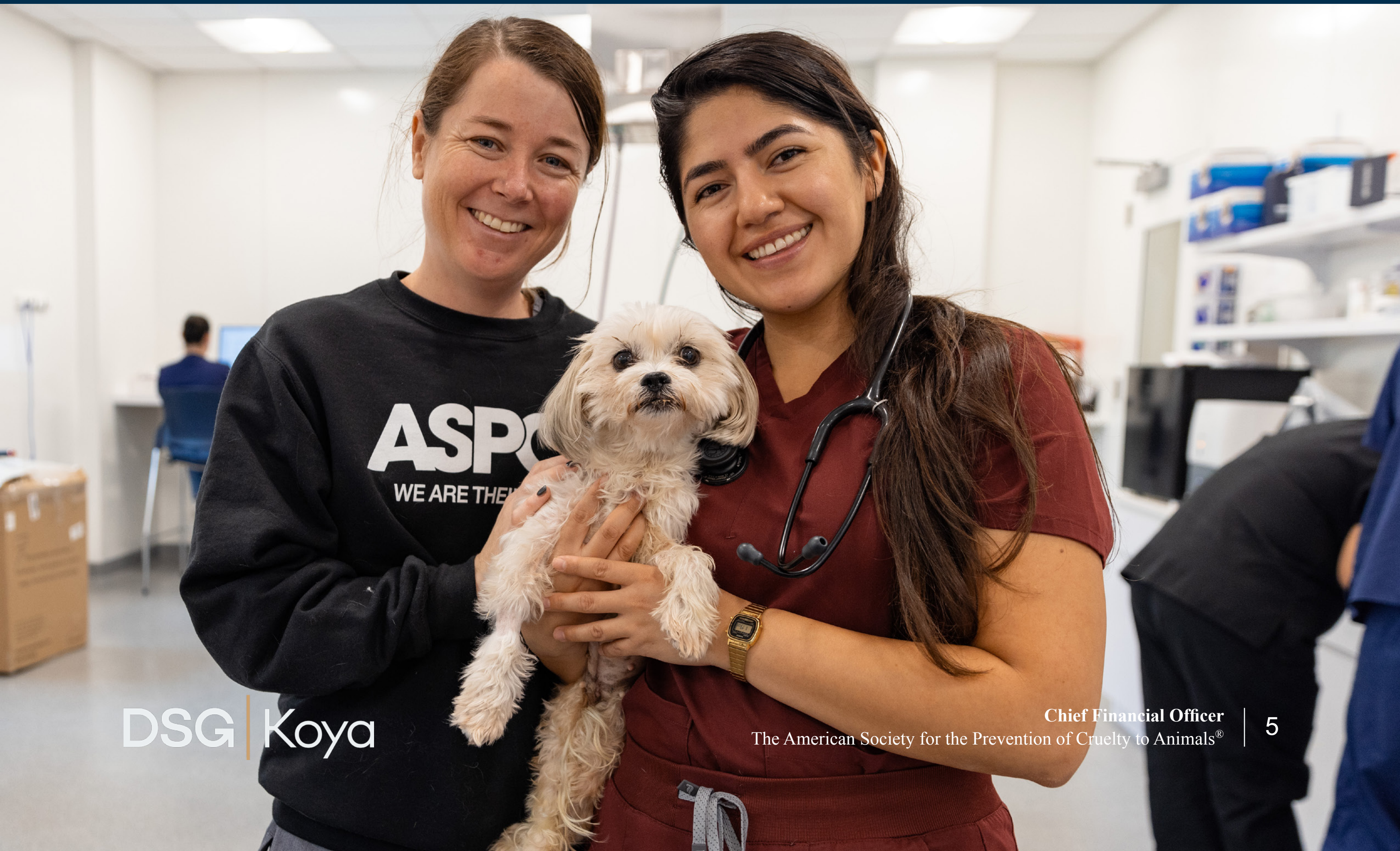
Provide Team Leadership & Stakeholder Engagement

- Manage a robust finance team, including 5 direct reports, by setting clear expectations, providing opportunities for development, and building trust.
- Support direct reports through regular feedback, career development, performance evaluations, and ongoing check-ins.
- Build strong partnerships across the organization to ensure finance and real estate are seen as responsive, collaborative, and value-added.
- Support leadership development within the Finance division.
- Partner with leaders across the organization to understand and support varied cross-functional needs.



Manage Finance & Real Estate Functions

- Oversee all core financial operations: accounting, FP&A, treasury, payroll, procurement, and travel and expense functions.
- Partner with the CEO and CLO in Audit Committee engagement, and partner with the CEO and CDO in Finance Committee engagement.
- Partner with ASPCA's external investment advisor, in conjunction with the head of FP&A, to manage a $450M+ reserve portfolio in accordance with Board-approved policies and long-term objectives.
- Manage the annual audit process and preparation of IRS Form 990, in collaboration with the Controller and external audit firm.
- Oversee relationships with the ASPCA's banking partners, managing a $25M line of credit and term loan funding with sound debt and liquidity planning.
- Oversee the real estate function to deliver facility renovations, and new facilities as needed, on time and on budget, in compliance with regulations, aligned with strategic priorities, and in partnership with the Facilities Department.
- Manage capital projects, acquisitions, and leases to ensure alignment with programmatic and operational needs.
- Engage internal stakeholders and external vendors to deliver cost-effective, high-impact financial and real estate outcomes.
- Collaborate with Legal on negotiation and execution of major property transactions.
- Drive continuous improvement of financial systems and processes, leveraging the Workday platform for accurate, timely, and actionable reporting with strong internal controls.
- Ensure regulatory compliance and timely completion of required filings in collaboration with Legal.



Candidate Profile

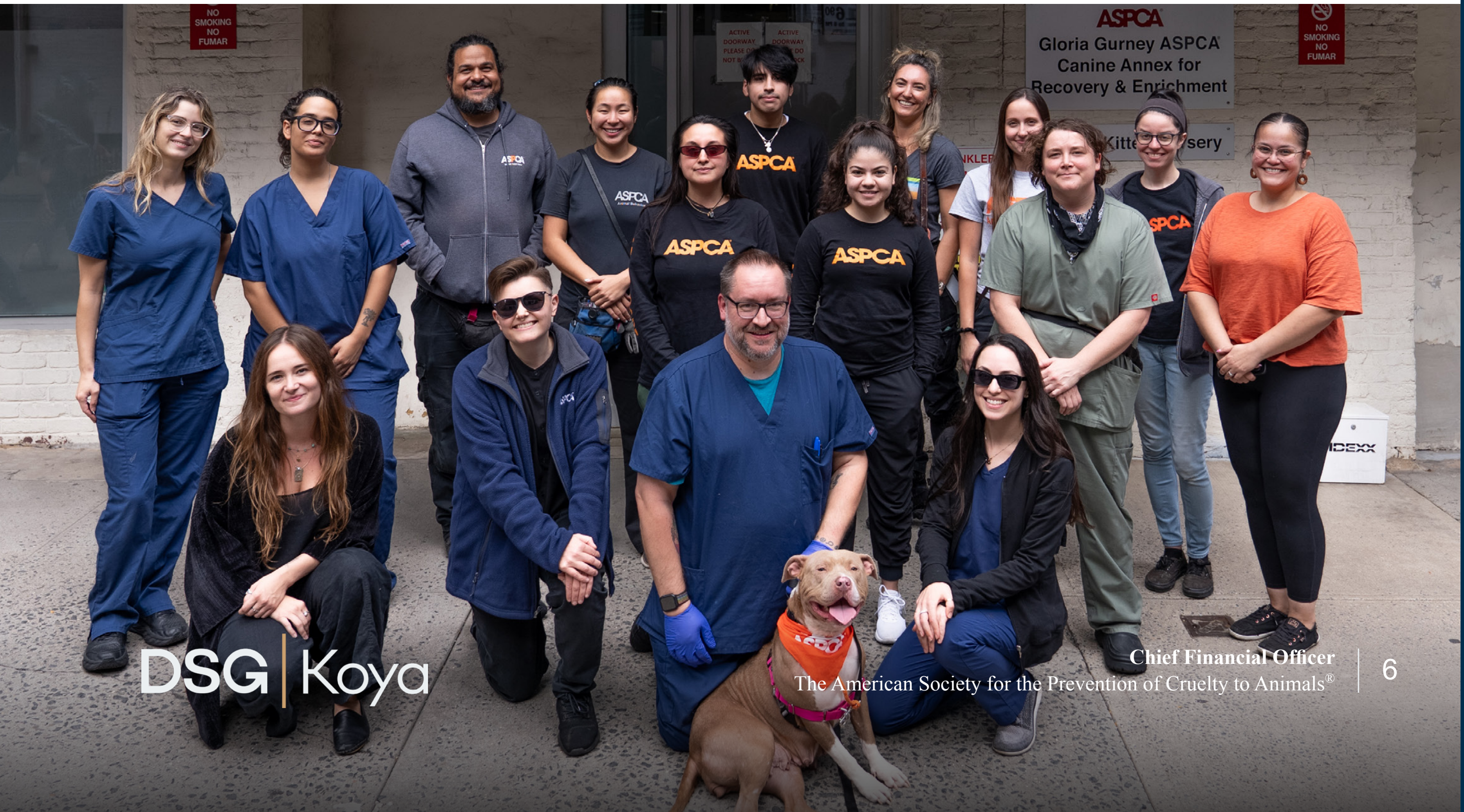
We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills and characteristics:

Commitment to Mission & Core Values

The ASPCA seeks a leader who demonstrates a genuine connection to its mission to provide effective means for the prevention of cruelty to animals throughout the United States, and its core values of commitment, ownership, team, elevate and impact. Whether you already work in animal welfare, have volunteered, or are eager to make a shift to support this important work, you bring authentic resonance with our cause and a clear desire to advance the well-being of animals and the people who care for them. A seasoned leader and fiscal steward, you are steady, humble, and resilient, modeling accountability and inclusivity in your leadership. Hands-on and approachable, you integrate seamlessly with a high-functioning executive team and a CEO with strong operational rhythm, blending seasoned perspective with innovative thinking. Respected by teams for your adaptability and commitment to fostering an inclusive culture, you are inspired by the chance to align financial leadership with purpose, ensuring that every decision is made in service of animals, people, and communities.

Strategic Financial & Asset Stewardship

The ASPCA's financial structure is both significant in scale and unique in its complexity, spanning mass marketing, philanthropy, investments, earned income, grants, and a national footprint of programs and facilities. This is an opportunity for an accomplished financial leader to apply their expertise to stewarding a diverse set of resources and assets, including major capital initiatives, real estate portfolios, facilities, and endowments. With sound judgment and adaptability, you will align financial planning with ambitious organizational goals, viewing reserves not only as safeguards but as levers for mission advancement. Energized by the ASPCA's scope and scale, you will provide disciplined stewardship that sustains growth and strengthens transparency, accountability, and confidence—while contributing to its mission to provide effective means for the prevention of cruelty to animals throughout the United States, and its core values.



Operational Discipline & Risk Management

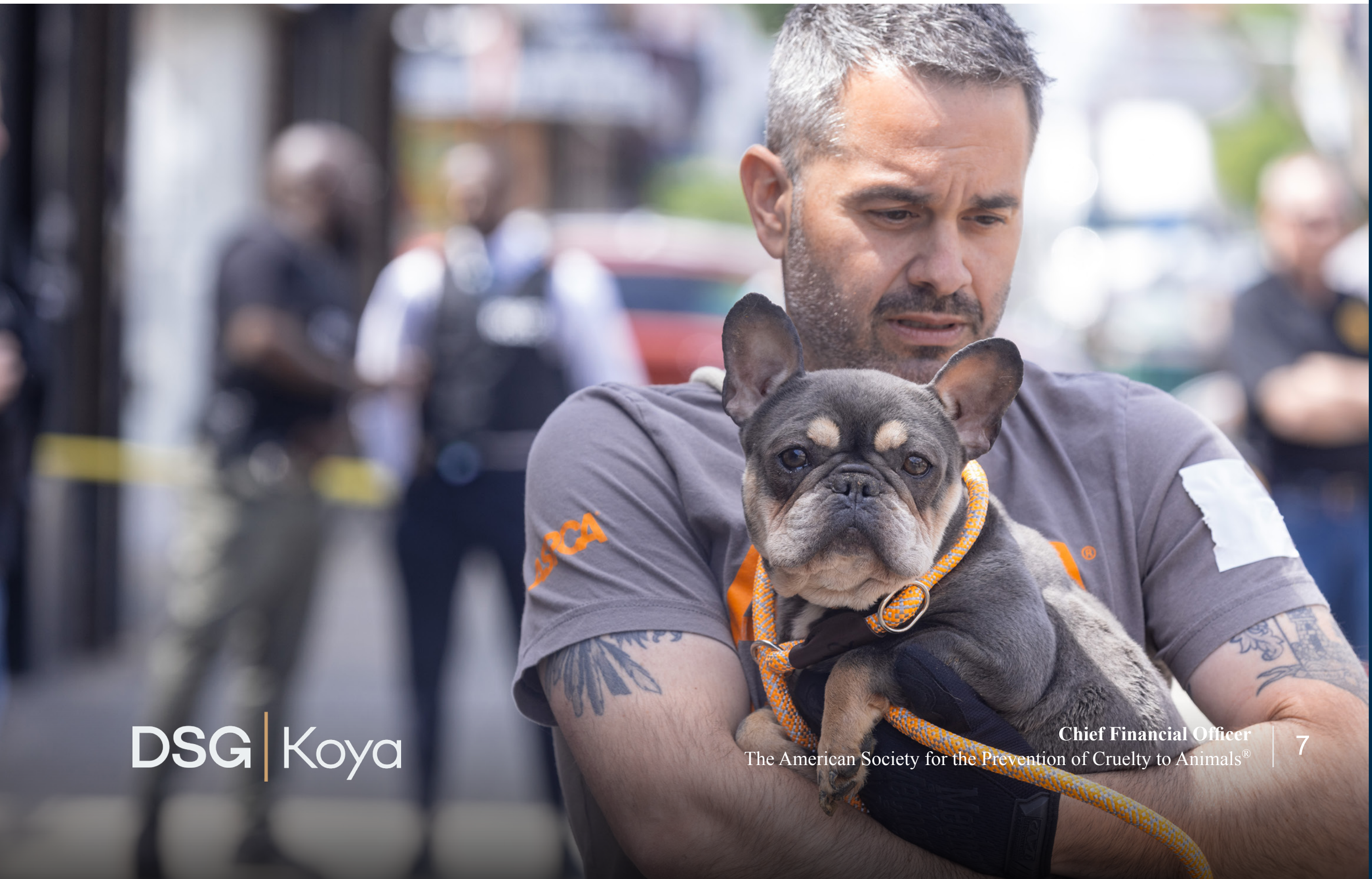
You bring operational rigor and a continuous improvement mindset, with a track record of strengthening systems, streamlining processes, and ensuring accuracy and efficiency in budgeting, forecasting, and compliance. You are proactive in assessing and managing enterprise risks—financial, operational, and reputational—and bring clarity and confidence to leadership and the Board, even in moments of ambiguity. You bring deep understanding of real estate strategy and accounting, investment and endowment management, and enterprise technology platforms (e.g., Workday, Salesforce). You know how to leverage systems to drive both efficiency and innovation, modernizing financial processes while maintaining strong internal controls.

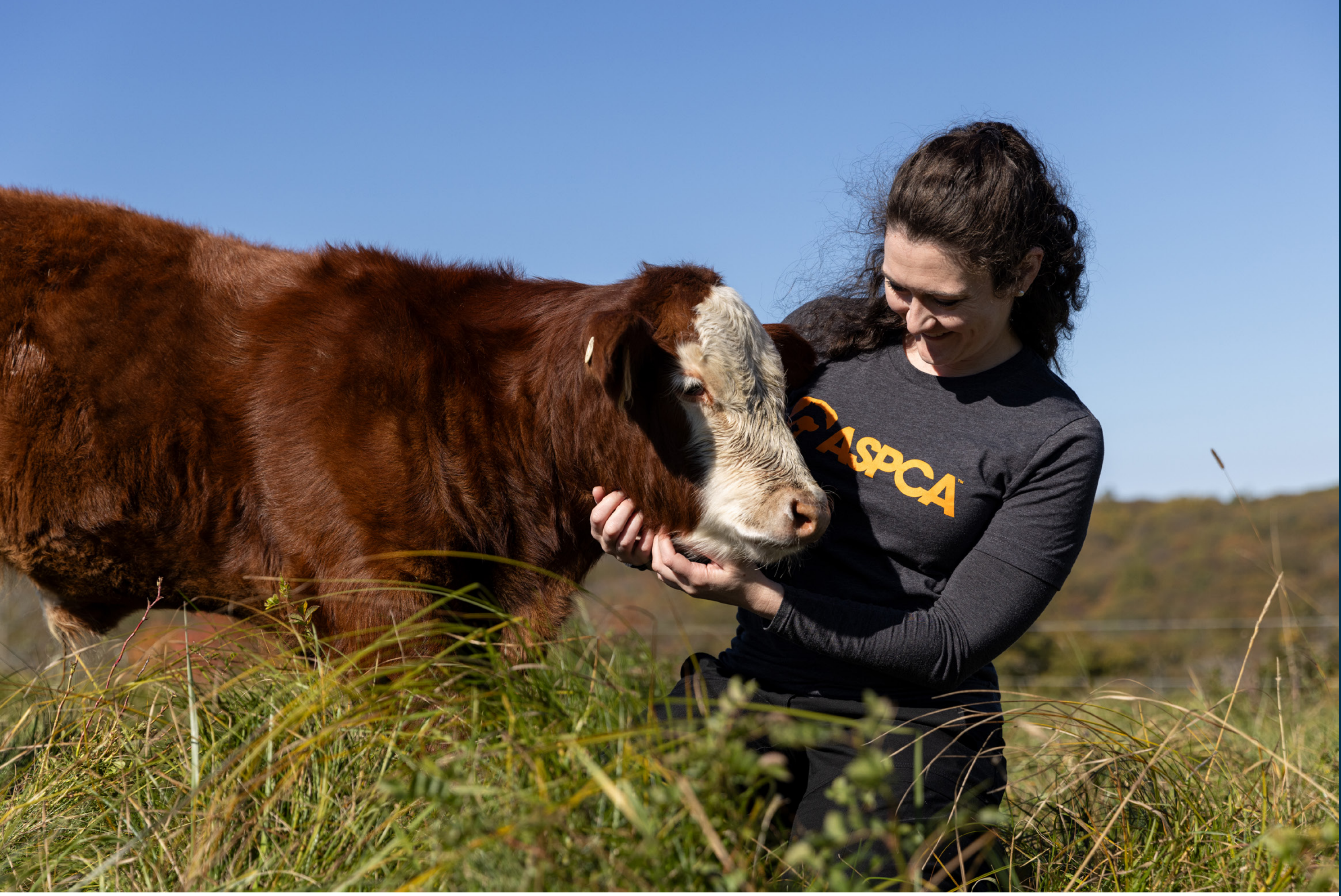
Collaborative Leadership & Communication

You are a highly collaborative leader who thrives in team-oriented environments and understands that finance succeeds only when it is visible, accessible, and trusted. With high self-awareness, empathy, and humility, you foster cross-functional partnerships and maintain fiscal discipline with a service-oriented, non-controlling leadership style. Skilled at translating complex financial information into clear and inclusive communication, you ensure colleagues at all levels and teams can engage confidently with financial insights. At the ASPCA, you will elevate the finance team's profile, invest in its development, and strengthen a culture of shared accountability. You see communication not just as a skill but as a leadership practice that builds trust, breaks down silos, and deepens ASPCA's collaborative spirit.

In addition, strong candidates will offer:

- Experience leading finance in a complex organization—nonprofit, corporate, or mission-driven enterprise—with diverse revenue streams and regulatory requirements.
- A track record of managing capital projects and real estate portfolios with transparency, accountability, and long-term sustainability.
- Proven ability to engage a financially sophisticated Board, serving as a trusted advisor and thought partner in moments of both opportunity and ambiguity.





Qualifications

- Minimum 20 years of progressive financial leadership experience, including at least 10 years in CFO or senior finance roles within large, complex organizations.
- A blend of nonprofit and for-profit experience strongly preferred, reflecting an ability to apply best practices from both sectors in support of a mission-driven enterprise.
- Demonstrated success managing $200M+ budgets, with deep experience in financial planning, analysis, accounting operations, and investment oversight.
- Skilled at building trust-based relationships with executive peers, board committees, external advisors, and financial institutions.
- Proven ability to translate strategy into operational execution through systems, people, and process leadership.
- Experience overseeing large-scale capital projects and real estate transactions, including site acquisition, construction, and regulatory compliance.
- Familiarity with nonprofit fiduciary responsibilities and regulatory frameworks, including UPMIFA and Form 990 requirements.
- Experience with complex financial and non-financial systems, such as Workday, including financials, payroll, and procurement modules, as well as systems implementation experience.
- Proven team leader and coach, with a strong bias for action and a solutions-oriented mindset.

Location & Travel

This position is based at the ASPCA's 8th Avenue office in New York, NY. The CFO will be expected onsite at least two days per week, with flexibility to work remotely on other days. The position also requires the ability and willingness to travel up to 20% annually, as needed.

Compensation & Benefits

ASPCA offers compensation that is competitive with comparable senior finance roles in the nonprofit and mission-driven sectors. The anticipated salary range is $400,000–$450,000, with final salary determined based on skills, experience, and internal equity.

ASPCA is deeply committed to supporting the wellbeing, growth, and flexibility of its employees. The organization offers a comprehensive benefits package designed to ensure that staff can thrive both personally and professionally, including:

- **Comprehensive health coverage:** Affordable medical insurance, employer-paid dental, and optional vision coverage.
- **Generous time off:** Vacation, sick leave, bereavement, parental leave, 10 company holidays, and additional personal days for flexibility.
- **Retirement savings with a strong employer commitment:** 401(k) plan with dollar-for-dollar matching up to 4%, plus an additional 4% employer contribution annually after one year of service. Additionally, an employer-funded 457(b) deferred compensation plan, with participation by select leadership employees designated by the CEO.
- **Investment in professional growth:** Robust learning and development opportunities, including training, coaching, mentorship, and internal mobility.
- **Opportunities for mission engagement:** Unique chances to support ASPCA's field and programmatic work, connecting your leadership directly to lifesaving impact.

For more information on our benefits offerings, [visit our website](#).

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Molly Brennan, Erin Reedy, and Tyler Ridgeway. Express interest in this role by filling out our Talent Profile or emailing the search team directly at ASPCA@koyapartners.com. All inquiries are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

The ASPCA is an Equal Employment Opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, sex, national origin, ancestry, gender, gender identity or expression, age, marital or domestic partner status, citizenship status, sexual orientation, disability, genetic information, military or veteran status, or any other characteristic protected by applicable federal, state or local laws, regulations or ordinances.

ASPCA is an Equal Opportunity Employer (M/F/D/V).

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the firm's website.