Chief Financial Officer

Location: Fairfield, NJ (Hybrid); periodic travel to Pennsylvania camp properties

About NJY Camps

NJY Camps (NJY) is one of North America's premier Jewish summer camp organizations, operating five overnight camps serving children of all ages, backgrounds, and abilities. Our mission is to help every member of our community develop new skills, build confidence, and strengthen their Jewish identity.

Having celebrated its centennial in 2020, NJY is reimagining its next 100 years. NJY serves more than 5,000 campers and participants through its camps and retreat programs, employs more than 800 summer staff, and operates across 2,000 acres. Visit us at www.njycamps.org to learn more.

About the Position

NJY Camps seeks a **Chief Financial Officer** to serve as its senior-most financial leader and trusted, hands-on strategic partner to the Chief Executive Officer. Reporting directly to the CEO, the CFO will oversee financial strategy, accounting, reporting, cash flow, debt management, and financial governance for an approximately $21 million, highly seasonal organization.

This is a hands-on executive role for a financial leader who enjoys building systems and developing people. The CFO will lead a lean finance team, strengthen financial infrastructure and accountability, and partner with the CEO and Board to advance NJY's long-term financial sustainability. The right candidate will be as comfortable advising the Board on financial strategy as reviewing transactions, improving financial processes, or working alongside colleagues to solve operational challenges. Success requires sophisticated financial judgment, a commitment to developing people, and a willingness to engage directly in operational details.

Responsibilities

Strategic Financial Leadership

- Serve as the CEO's principal financial advisor, anticipating risks and presenting clear recommendations.
- Lead financial strategy, multi-year planning, and scenario analysis to support organizational sustainability and Board decision-making.
- Translate complex financial information into actionable guidance for senior leadership and the Board.

Financial Systems, Controls & Accountability

- Assess and strengthen financial systems, workflows, reporting, internal controls, and the chart of accounts.
- Establish clear policies and accountability for purchasing, contracting, expenses, delegated financial authority, approval thresholds, and segregation of duties.

- Improve financial data and reporting across camps and programs, including appropriate accounting for restricted and unrestricted activity and integration with registration, tuition, and development systems.
- Optimize financial technology, including Blackbaud Financial Edge, Raiser's Edge, and CampMinder, while identifying appropriate opportunities for automation and responsible AI use.

Financial Planning & Management

- Lead annual operating and capital budgets, forecasting, financial reporting, and department-level financial accountability.
- Oversee borrowing, credit facilities, lender relationships, accounts payable, and the organization's seasonal cash cycle.
- Develop financial strategies that support liquidity, debt management, expense discipline, and revenue growth.
- Direct financial planning and financing analysis for major capital projects and facilities investments.

Board Partnership, Audit & Compliance

- Serve as primary staff liaison to the Board Finance Committee, maintaining regular, direct engagement with committee leadership and accountability to the CEO.
- Oversee audits, corrective actions, required filings, financial risk management, and applicable regulatory compliance.
- Foster a culture of transparency, sound financial controls, and responsible stewardship.

Finance, Development & Operational Partnership

- Partner with development leadership on fundraising projections, pledges, restricted funds, and campaign financial planning.
- Evaluate tuition, financial assistance, program economics, partnerships, and business development opportunities.
- Provide responsive, respectful service to camper families, vendors, donors, and staff, including resolution of sensitive billing and payment matters.
- Develop an understanding of NJY's camps and operations through regular collaboration and periodic site visits.

Team Leadership & Organizational Culture

- Lead and develop a lean finance team with clear responsibilities, expectations, and accountability.
- Build financial fluency among camp directors and department leaders.
- Remain actively engaged in financial operations while developing scalable systems.
- Contribute positively to NJY's collaborative, energetic, and mission-driven culture.

What Success Looks Like: First 12–18 Months

Working in partnership with the CEO, senior leadership, and Board Finance Committee, the CFO will be expected to make meaningful progress toward the following outcomes:

- Establish a reliable rolling 13-week cash forecast and consistent executive financial dashboards.

- Implement a timely, accurate monthly close process with meaningful budget-to-actual reporting and variance analysis.
- Develop camp- and program-level financial statements that provide leadership with clearer insight into operating performance and program economics.
- Strengthen internal controls, financial policies, approval processes, and accountability across the organization.
- Lead an organized, timely annual audit process, with clear ownership of findings and corrective actions.
- Present a comprehensive debt management and liquidity strategy to the CEO and Board.
- Strengthen financial planning and oversight for capital projects, including project budgets, cash flow, and financing considerations.
- Build a more effective and sustainable finance function, with clear responsibilities, stronger systems, and increased financial fluency across the leadership team.

These anticipated outcomes will be refined in partnership with the CEO and Board based on organizational priorities and the CFO's initial assessment.

Required Experience

- Bachelor's degree in accounting, finance, business, or a related field, with 12+ years of progressively responsible financial leadership experience.
- Prior experience as a CFO, VP of Finance, or senior controller with substantial responsibility for organizational financial strategy, executive decision-making, and direct engagement with boards and lenders.
- Demonstrated success strengthening financial systems, managing organizational change, and overseeing debt, credit facilities, and complex financial operations.
- Advanced Excel, financial modeling, and financial technology skills; familiarity with Blackbaud Financial Edge, Raiser's Edge, or CampMinder desirable.
- Nonprofit, seasonal, or multi-site operating experience strongly preferred; CPA, MBA, or comparable advanced qualification desirable.
- Experience in Jewish communal organizations, camps, JCCs, YMCAs, education, hospitality, or similarly service-oriented settings is especially welcome.

Skills and Qualities

- Strategic financial leader who is equally comfortable with detailed operational work.
- Organized, analytical, responsive, and capable of managing competing priorities.
- Transparent communicator with sound judgment, integrity, and a strong sense of ownership.
- Collaborative, approachable leader who builds accountability and develops people.
- Strong interpersonal skills and a commitment to exceptional service.
- Genuine enthusiasm for NJY's mission and the unique culture of residential summer camp.
- Positive, engaging personality and a sense of humor; someone who enjoys being part of a team.

Salary and Benefits

- Salary: $200,000–$220,000 annually.
- Health and dental insurance.
- Full summer camp tuition for eligible camp-aged children attending NJY Camps (approximate value of $12,500 per child).

- 4% employer 401(k) match after six months.
- Flexible hours and hybrid environment; three days per week in Fairfield currently expected, with geographic flexibility considered for the right candidate.
- Discretionary Time Off (DTO) policy.
- Investment in professional development.

To Apply

Please submit a cover letter and resume to jobs@njycamps.org with the subject line CFO2026.

Applications received by December 4, 2026, will receive priority consideration. Applications will be reviewed on a rolling basis until the position is filled. Receipt of submissions will be acknowledged within two business days.

NJY Camps provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, age, sex (including pregnancy), sexual orientation, gender identity, disability, or any other characteristic protected by law. NJY Camps encourages individuals from underrepresented groups to apply.

NJY welcomes candidates referred through professional, board, and community networks. All candidates, including those referred by individuals connected to NJY, must apply through the established application process and will be evaluated using consistent, equitable criteria.

This job posting is intended to convey information essential to understanding the scope of the position. It is not intended to be an exhaustive list of skills, efforts, duties, or responsibilities associated with the position.