



NOW HIRING

CHIEF FINANCIAL OFFICER
SEARCH FEBRUARY 2026

In partnership with



HOW TO APPLY

Interested candidates should submit a cover letter, resume, and salary expectations using the online application on the kpCompanies website:

<https://kpcompanies.com/careers>

*All submissions shall be received in strictest confidence.

APPLY NOW

Mat Peisert

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CHIEF FINANCIAL OFFICER

kpCompanies is leading the search for a transformative Chief Financial Officer to join Animal Humane Society (AHS). This is a highly visible leadership opportunity for a strategic, mission-driven financial executive who will serve as the organization's principal financial leader and a key member of the executive leadership team.

Reporting directly to the Chief Executive Officer, the CFO will provide enterprise-wide financial leadership to ensure long-term sustainability, operational excellence, and strategic growth across a complex, multi-location nonprofit organization.

THE OPPORTUNITY

Animal Humane Society seeks a sophisticated financial strategist who can translate mission into models, bridge philanthropy and earned revenue, and provide forward-looking insight that enables the organization to scale impact while maintaining strong financial discipline.

This role is designed for a leader who thrives in complexity and brings the analytical rigor, strategic foresight, and executive presence needed to guide a large, mission-driven organization through growth, innovation, and long-term financial stewardship.

THE ROLE

The CFO is responsible for the overall financial strategy, planning, and operations of AHS, including finance, procurement, contracts, facilities, and financial systems. The CFO partners closely with the CEO, Board of Directors, and senior leadership to align financial performance with mission, vision, and long-term strategy.

This leader brings a forward-looking, analytical mindset, strong modeling and forecasting capabilities, and the ability to communicate complex financial information clearly to diverse stakeholders.

KEY RESPONSIBILITIES

Strategic Financial Leadership

- Serve as a trusted advisor to the CEO and Board, providing insight on financial strategy, risk, and long-term sustainability.
- Lead enterprise-wide financial planning, forecasting, and scenario modeling to support decision-making across programs, locations, and revenue streams.
- Partner with senior leaders to ensure organizational priorities are financially viable and appropriately resourced.

Financial Oversight & Stewardship

- Oversee budgeting, accounting, treasury, audit, tax compliance, risk management, and insurance.
- Ensure strong financial controls and transparent reporting.
- Lead asset stewardship including cash, investments, debt, and capital planning.

Revenue Integration & Operational Finance

- Integrate philanthropic, grant, and fee-for-service revenue models.
- Support Advancement through financial alignment, donor stewardship, and grant compliance.
- Drive cost accounting, margin analysis, and operational insight.

Leadership & Team Development

- Lead and develop high-performing Finance and Procurement teams.
- Foster a business-partner mindset and culture of accountability.

Financial Systems & Technology

- Lead ERP optimization, automation, and analytics to enable forecasting and predictive insight.

Communication & Values

- Communicate complex financial information clearly and accessibly.
- Model AHS values including:
 - Diversity, equity and inclusion
 - Be good to animals
 - Partner with people
 - Lead responsibly with compassion



KEY QUALIFICATIONS

- Minimum 10 years of progressive financial management experience, including senior leadership roles.
- Strong preference for nonprofit or mission-driven environments with complex funding models.
- Demonstrated expertise in financial modeling, forecasting, budgeting, audit, and compliance
- Experience supporting multi-site operations and blended revenue streams.
- Strong leadership, communication, and stakeholder engagement skills.
- Experience with ERP systems and financial technology platforms.



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EQUITY, SALARY DISCLOSURE, AND EQUAL OPPORTUNITY

kpCompanies believes in and is committed to practices that create real equity and pay parity for all, regardless of background or identity. As part of this commitment, we discuss compensation transparently with every qualified candidate during their first interview to ensure that no one is left guessing or disadvantaged in the process. The expected salary range for this role is competitive and based on both experience and internal equity, with a full range of \$180,000 to \$220,000. We anticipate the final salary will land near the midpoint of that range. In addition to salary, this role comes with a flexible and comprehensive benefits package, including healthcare stipends, retirement plans, generous paid time off, and flexibility for work-life balance. We believe compensation transparency is an essential step toward building a truly inclusive and equitable workplace.

Both kpCompanies and Animal Humane Society are equal-opportunity employers. All applicants are considered without regard to race, ethnicity, religion, gender identity, age, ability, sexual orientation, veteran status, or any other legally protected status.



ABOUT AHS

As one of the nation's leading animal welfare organizations, Animal Humane Society is redefining what it means to serve animals and communities. AHS provides sheltering, adoption, veterinary care, behavioral services, food support, and temporary housing while also advancing advocacy and community-based solutions throughout Minnesota and beyond.

<https://www.animalhumane.org>



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