



# Chief Financial Officer

Position Profile

Didi Hirsch Mental Health Services

Location: Los Angeles, CA (Remote)



# About Didi Hirsch

Didi Hirsch Mental Health Services has been a national nonprofit leader in whole-person mental health, crisis care, and substance use services since 1942 and is home to the nation's first and largest Suicide Prevention Center. We provide care to nearly 200,000 people annually across our programs with a team of more than 1,000 dedicated employees and volunteers. Didi Hirsch has deep roots in community-based mental health and a commitment to providing culturally responsive services that are just and equitable.

As an organization, we value equity, diversity, and inclusion and intentionally recruit and retain a workforce that is reflective of the communities we serve and strive to cultivate a sense of belonging for them. We embrace employees and candidates from all backgrounds who want to help make this vision a reality.

To learn more, please visit: <https://didihirsch.org/>



# The Opportunity

Didi Hirsch seeks a seasoned Chief Financial Officer to lead the financial operations of the agency and ensure its financial health, strategic growth and sustainability as we continue to experience healthcare reimbursement shifts toward value-based care contracting. With the current CFO retiring, this new leader will be responsible for the agency's \$75M+ budget and work closely with the CEO, COO, and Board of Directors (BOD) to develop and implement sound financial strategies that support the organization's vision and goals.

This leader will have demonstrable experience with navigating multiple complex funding streams and will oversee all financial functions, including management of accounting operations and investments, financial reporting and analysis, budgeting and forecasting, compliance and risk management, contract negotiations, audit coordination, information technology, and tax filings. The ideal candidate will be operationally minded, thrive as a thought partner to focus on the growth of both existing services and additional programs, think innovatively to diversify revenue sources, and build strong relationships that instill confidence internally and externally.

The successful candidate will be a collaborative leader who can work closely with the CEO, peers, direct reports, board members, auditors, government agencies, external consultants, and other stakeholders to manage the financial and administrative needs of the organization to deepen our impact. This position will report to the CEO and will manage a team of 55+, with 5 direct reports, overseeing Finance, Accounting, Facilities, Billing, Revenue Management, Office Support, and Information Technology teams.

## Location

Headquarter office is based in Culver City, CA. This position is available as a partially remote role, but must be based in the Greater Los Angeles and Orange County Metro area. The position requires 1-2 days a month onsite. Ideal candidates will live within a commutable distance to Los Angeles, CA.



# Key Responsibilities

- Serve as a strategic partner/advisor to the CEO & COO in the implementation of the 3-year strategic plan
- Ensure full transparency regarding the financial performance of the agency through regular reporting to the BOD and Budget & Finance, Audit, and Investment Committees.
- Provide leadership on financial/investment decisions and planning affecting the organization, including investment prioritization, partnership contracts, sustainable funding models for programs, mergers and acquisitions, asset acquisition or disposal, and cash planning. Be innovative about creating sustainable and consistently growing funding streams.
- Lead Finance, Accounting, IT, Office Support, Revenue Management, and Facilities teams, fostering a “service mindset” to support our program staff while ensuring investment to drive quality, performance, and efficiency.
- Manage accounting staff to ensure monthly and annual financial statements are completed accurately and on time, in accordance with GAAP, and to ensure annual audit and tax filings are completed within required deadlines.
- Effectively cultivate and manage relationships with board members, banks, funders, government agencies, vendors, outside consultants and other stakeholders.
- Ensure that the Information Technology department effectively meets agency’s needs, complies with HIPAA and other regulatory requirements, meets the highest standards for cyber-security and maintains plans to ensure that the agency’s equipment and software remain current.
- Maintain compliance with federal, state and local legal requirements by researching existing and new legislation and regulations, consulting with outside advisors, and filing required reports. Advise management of adverse actions and potential risks.



# Desired Qualifications

- Aligns with agency values and strongly supports Agency's mission
- Bachelor's degree in finance required. MBA preferred.
- Experience working in healthcare and/or the non-profit sector a plus.
- 10+ years' CFO experience leading financial planning and analysis (FP&A), financials, management reporting, accounting, multi-year forecasting/planning and additional finance functions at organizations with complex financial management.
- Experience with government contracting requirements and reimbursement methods is highly desirable, particularly in the healthcare and/or non-profit arena (e.g. Los Angeles County Department of Mental Health).
- Experience working with commercial payers and value-based care contracting is desirable, as well as experience navigating through disruptive market shifts.
- Adept at building and/or leading high-performing teams that serve as trusted partners across the organization for their effectiveness, service approach, and results.
- Strong communication, collaboration, influencing, and negotiation skills, with the ability to gain buy-in of cross functional teams and to make effective and persuasive presentations to Agency management and staff, the Board of Directors, County officials, and other stakeholders.
- Excellent leadership and mentoring abilities and a commitment to foster and enable an equitable, inclusive and diverse environment.
- Sensitivity to a diverse workforce and client population with lived experience, with a commitment to reducing the stigma associated with mental illness and substance use.
- Resilient in solving challenges as they arise while considering liability, precedence, financial implications, and other possible future impact to the organization.
- Must be able to travel to offsite meetings regularly and occasionally work evenings and weekends to attend agency functions or meet critical deadlines.



# Compensation & Benefits

Salary is based on a variety of factors including, but not limited to, skill set level and years of previous/applicable experience. Salary range for this role is between \$265,000- \$295,000, with a generous benefits package, which includes medical, dental and vision insurance, PTO and paid holidays, retirement matching up to 5% and access to Employee Assistance Program. Other insurances available include life, short-term and long-term disability, AD&D, and pet insurance.

## How to Apply

Maneva Group, a woman and minority owned national executive search firm that specializes in mission-driven searches, has been exclusively retained for this engagement. To express interest in this role, please submit your resume and cover letter to [APPLICATION LINK](#). All inquiries and discussions will be considered strictly confidential. This position is available immediately; we will accept and review new applications until the position is filled.

