**CFO/Vice President of Finance**

**Why United Way of Central Florida?**

United Way of Central Florida (UWCF) mobilizes the caring power of the community to advance the common good in Polk, Highlands, and Hardee counties. Through strong partnerships with local organizations, donors, and volunteers, we work to improve lives and create lasting change across four impact areas: youth opportunity, financial security, healthy community and community resiliency.

Joining UWCF means being part of a collaborative, purpose-driven organization committed to integrity, measurable outcomes, and community impact. Based in Lakeland, FL, we offer a dynamic professional environment with deep community roots and a high quality of life.

**About the Role**

United Way of Central Florida is seeking a CFO/Vice President of Financeto lead the organization’s financial operations and planning. This position combines strategic leadership with hands-on execution and is responsible for ensuring financial accuracy, compliance, internal controls, and process efficiency.

The CFO serves as a key advisor to the CEO and Board of Directors and plays a central role in maintaining financial stability and operational effectiveness, while offering strategic insights and recommendations that drive long-term success. The CFO partners with department heads and executives to align financial priorities with the organization’s mission. In a small, resource-conscious environment, this role requires both strategic oversight, as well as tactical financial management. The successful person in this capacity will possess outstanding interpersonal, communication and follow-thru skills, experience managing vendor relationships, and a demonstrated commitment to continuous improvement. This is an in-office position in Lakeland, FL.

**Key Responsibilities**

* Oversee all financial operations, including budgeting, forecasting, cash flow, financial reporting, and compliance.
* Ensure adherence to GAAP, IRS regulations, and nonprofit financial standards.
* Manage day-to-day functions: accounts payable, receivables, payroll, general ledger, reconciliations, and donor processing.
* Lead annual audit preparation and IRS Form 990, serving as the primary liaison with external auditors.
* Strengthen vendor and contract management, focusing on cost-effectiveness and risk mitigation.
* Proactively identify and lead process improvements, automation opportunities, and system enhancements to increase efficiency and performance excellence.
* Provide timely and accurate financial reporting and analysis to the CEO and Finance Committee.
* Maintain effective relationships with banking, investment, and insurance partners.
* Mentor, lead and oversee a lean finance and donor services staff.
* Drive a culture of transparency, accountability and operational excellence across the organization.

**Qualifications & Skills**

* Bachelor’s degree in Accounting, Finance, or Business required; CPA or MBA preferred.
* Minimum of 7 years of financial leadership experience, ideally in a nonprofit or mission-driven organization.
* Proven experience in financial planning, reporting, audits, and internal controls.
* Demonstrated success in leading departmental transformations, including the implementation of process improvements, automation, and systems upgrades.
* Ability to analyze complex financial data and translate it into actionable insights.
* Extensive background in vendor and contract management, cost control, and operational efficiency.
* In-depth knowledge of financial systems, software, forecasting tools, project management and process improvement methodologies.
* Excellent communication and collaboration skills; ability to explain financial information to non-financial stakeholders.
* Strategic thinker with the ability to act as a change agent, fostering a culture of continuous improvement, accountability, and operational excellence.
* Highly organized with demonstrated hands-on financial management skills, strong problem-solving, prioritization, and deadline management mindset.

**Compensation & Benefits**

* Annual Starting Salary: $145,000 -- $155,000
* Comprehensive Benefits: Paid time off, health insurance, retirement plan, and professional development opportunities.

**Apply Today!** Submit your resume to **hr@uwcf.org** and take the next step in shaping the future with an outstanding team.

**Diversity & Inclusion at UWCF**

At UWCF, we believe diversity creates a healthier atmosphere. We are an Equal Employment Opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, national origin, protected veteran status, disability status, sexual orientation, gender identity or expression, marital status, genetic information, or any other characteristic protected by law. UWCF is a drug-free workplace. Candidates are required to pass a drug test before beginning employment.