



**role:** VP of Finance

**location:** HQ – Burlington, VT  
Remote- US based role

## Native

[www.native.eco](http://www.native.eco)

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### company

Since 2000, Native has worked with companies to develop authentic solutions to their sustainability challenges and to implement community and landscape-scale projects that reduce greenhouse gas emissions, strengthen businesses, and contribute to progress on climate change around the world.

We construct unique project portfolios to meet climate goals, drive business value, and deliver tangible benefits to stakeholder communities – from customers and suppliers to employees and shareholders. Our methods enable companies to put their sustainability strategies into practice by investing in new climate action projects within their value chain. Since our founding, we have prioritized projects that promote climate justice by generating economic, social and resilience benefits to indigenous and local communities.

We know that diverse perspectives and experiences make our team and our work more impactful. We're committed to building a diverse, equitable, and inclusive work environment where we continually learn from each other, and in turn strengthen the people, communities, and companies at the heart of Native's climate action initiatives. We're searching for a Vice President of Finance to join us in enhancing our culture and making our business better.

### about the role

You're a good fit for this role if you are an experienced financial professional who is well-versed in developing and directing financial plans, analysis, and policies, has a passion for climate justice and is ready to integrate your experience and passion across organizational workflows. At Native, our purpose is to catalyze meaningful, authentic climate action, and this role joins Native's management team in stewarding that action. You'll report to the CEO and President, Jeff Bernicke.

### role & responsibilities

- Serve as a financial advisor to the CEO and executive team. Lead all finance activities and have a strong influence on the strategy and operating aspects of the company
- Maintain the company's fiscal integrity and internal control system. Provide strong oversight of financial controls, measurements, and systems
  - Oversee all sides of accounting operations, including payables, receivables, payroll and tax preparation

- o Develop appropriate tracking methods for revenue and expenses
- o Enhance internal processes, teams, and controls where necessary
- Develop the annual operational budget and ensure the company meets the budget
- Ensure that project financial models deliver a fair and just revenue share to project participants
- Manage and forecasting cash flow
- Serve as a key participant in the development of the company's strategic plan and long-term value of the portfolio
  - o Understand the value drivers of the business and create an ideal funding model for the business and its projects
  - o Work with prospective investors and partners to identify, attract and close different capital sources
- Manage portfolio risk
- Continuously building and mentoring the financial department and team

### **professional qualifications benefits**

- Significant previous experience in a senior corporate finance role creating and managing budgets, creating financial models, and quantitative analyses
- Strong operating finance skills
- Experience with project finance / project development
- Experience with risk management
- Passion for the environment and impact-based projects
- A high degree of emotional intelligence
- Process-oriented mindset, equally comfortable setting strategy and facilitating implementation
- Openness to learning opportunities and skills training for yourself
- Proactive commitment to problem solving, taking initiative, and curiosity
- Authorized to work in the United States

### *Bonus:*

- Experience in Salesforce
- Proficiency in a second language

### **benefits**

- Competitive compensation and PTO
- Employer-sponsored healthcare (medical, dental, vision)
- Life and short-term disability insurance
- Flexible-spending account
- 401K and employer match
- Paid volunteer time
- Flexible working hours
- Home office set up stipend
- Monthly work-from-home stipend

### **equal opportunity employer**

Native believes an equitable and inclusive work environment and a diverse, engaged team are key to providing excellent stakeholder experiences. We're searching for teammates who can enhance our

culture and make our business better, and we strive to provide all applicants with an equitable and accessible recruitment process.

Native provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, creed, sex, national origin, age, disability, sexual orientation, gender identity or expression, veteran status, or genetics. In addition to federal law requirements, Native complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

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## leadership team

- [Jeff Bernicke](#)  
Chief Executive Officer
- [Emily Gaynor](#)  
Director of People & Culture

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## search team

search team			
<b>Paul Gilkerson</b> Lead Partner <a href="mailto:paul.gilkerson@truesearch.com">paul.gilkerson@truesearch.com</a>	<b>Jennifer Ratner</b> Partner <a href="mailto:jennifer.ratner@truesearch.com">jennifer.ratner@truesearch.com</a>	<b>Bailey Whitman</b> Senior Associate <a href="mailto:bailey.whitman@truesearch.com">bailey.whitman@truesearch.com</a>	<b>Nirmala Charan</b> Engagement Coordinator <a href="mailto:nirmala.charan@truesearch.com">nirmala.charan@truesearch.com</a>