



World Vision®



2016 OPPORTUNITY PROFILE  
CHIEF FINANCIAL OFFICER

World Vision U.S. | Federal Way, WA



# WORLD VISION OVERVIEW

*Serving alongside the poor since 1950*

World Vision is a Christian humanitarian organization dedicated to working with children, families, and their communities worldwide to reach their full potential by tackling the causes of poverty and injustice. Motivated by faith in Jesus Christ, World Vision staff serve alongside the poor and oppressed as a demonstration of God's unconditional love for all people. World Vision serves all people, regardless of religion, race, ethnicity, or gender.

Of World Vision's 46,000 staff working alongside the poor in nearly 100 countries, about 95% live in their home regions. The organization works with communities to develop long-term solutions to alleviate poverty, provide emergency assistance to children and families affected by natural disasters and civil conflict, and advocate for justice on behalf of the poor.

World Vision International is a global partnership of interdependent national offices committed to a common humanitarian mission and vision. The federated model gives national offices the primary responsibility to make decisions regarding programs and resources. With a role of supporting strategies and designs through the strategic acquisition of resources, World Vision U.S. is the largest supporting partner in the work of World Vision International.





# THE MISSION OF WORLD VISION

World Vision is an international partnership of Christians whose mission is to follow our Lord and Savior Jesus Christ in working with the poor and oppressed to promote human transformation, seek justice, and bear witness to the good news of the kingdom of God.

## World Vision's vision statement

*Our vision for every child, life in all its fullness.*

*Our prayer for every heart, the will to make it so.*



# HISTORY

World Vision was founded by American evangelist Bob Pierce in 1950 to support the Korean church and missionary work in the wake of the Korean War. In 1953, World Vision's child sponsorship program was created to care for Korean orphans. By the late 1950s, the program was serving 13,200 children in five countries. In the 1960s, sponsorship continued to expand, and in 1962, a relief division was formed in response to a massive earthquake in Iran.

In the 1970s, World Vision grew to serve 193,000 sponsored children, offer more relief assistance, and establish a new model of service focused on community development, incorporating vocational and agricultural training for families. In 1978, World Vision transported hundreds of stranded Vietnamese refugees from the South China Sea to safety and freedom through an audacious effort known as Operation Seasweep. The 1980s saw growth to 834,000 sponsored children and over 5,000 relief and development projects. In 1984, World Vision brought the catastrophic Ethiopian famine to the world's awareness, triggering unprecedented public response to a humanitarian crisis. Efforts in the 1990s included aiding abandoned orphans in Romania, people suffering in Africa from the disease that would become known as AIDS, and survivors of armed conflict in Rwanda and Kosovo.

In 2004 and 2005, World Vision mounted its largest relief and recovery effort to date in the wake of the South Asia tsunami, with 3,700 local staff members offering life-saving aid. When Hurricane Katrina hit the southern U.S. in 2005, World Vision mobilized pre-positioned relief supplies for an immediate and efficient response. In 2010, World Vision responded to both the devastating Haiti earthquake and the Japan earthquake/tsunami. And since 2011, World Vision has been responding to the Syrian refugee crisis, assisting 2.37 million people made vulnerable by Syria's civil war.

Recent years have seen a focus on improving the sponsorship and community development model, creating measurable goals and outcomes for child well-being programming, and refining and improving World Vision's advocacy work. In 2015, U.S. sponsors provided care for 1.1 million children in 48 countries, of the total 4.1 million children in World Vision sponsorship programs worldwide.





# WORLD VISION U.S. 2015 HIGHLIGHTS

- Helped transform the lives of more than 4.1 million children registered in **child sponsorship** programs worldwide, including 1.1 million children supported by 667,287 U.S. sponsors
- Used \$43.2 million in **food grants**, including 51,032 metric tons of food supplies, to help nourish children and families in need
- Helped 2.3 million children and adults in 30 countries gain access to **clean water**, as well as improved practices for sanitation and hygiene
- Responded to 137 **humanitarian emergencies** around the world, including the West Africa Ebola outbreak, the Nepal earthquake, conflict in South Sudan and the Central African Republic, and the Syrian refugee crisis
- Assisted approximately 12.2 million **disaster survivors, refugees, and internally displaced people** worldwide
- Used \$86 million in private donations and U.S. government grants for **global disaster relief and rebuilding efforts**
- Maintained \$2.6 million worth of **relief goods** available for immediate shipping
- Disbursed more than \$771 million in **microloans** to over 1 million hardworking people in 32 countries, impacting more than 1.6 million jobs and improving the lives of nearly 3.9 million children
- Continued fighting malaria in countries around the world, including five countries in Africa where U.S. donors have equipped us to distribute more than 6.2 million life-saving **bed nets** and protect nearly 12 million people since 2010
- Assisted 2.7 million children and adults in the **United States** through leadership training programs, disaster response, and access to basic necessities such as clothing, food, and school supplies
- Partnered with more than 12,000 **U.S. churches** to bridge the gap between their communities and communities in need around the globe





## EMPLOYMENT AT WORLD VISION

World Vision U.S. is both an equal-opportunity employer and a faith-based religious organization. The status of World Vision U.S. as an equal-opportunity employer does not prevent the organization from hiring staff based on their religious beliefs so that all staff share the same religious commitment, which is central to our mission. Pursuant to the Civil Rights Act of 1964, Section 702 (42 U.S.C. 2000e 1(a)), World Vision U.S. has the right to, and does, hire only candidates who agree with World Vision's [Statement of Faith](#) or the [Apostles' Creed](#).

To learn more about World Vision U.S., we invite you to visit our [website](#) and [YouTube channel](#). To hear directly from World Vision President Rich Stearns about the importance of this new position and more about this opportunity, watch our [introductory video](#) about the CFO search.





## THE POSITION

The Chief Financial Officer plays a vital role in the World Vision U.S. leadership structure alongside the Chief Operating Officer and Chief Human Resource Officer. The CFO brings financial leadership, disciplines, and best practices to the fundraising and programming activities of the organization. Through the use of economic modeling and financial planning, the CFO establishes sustainable strategies to achieve the organization's growth. As a leading voice of stewardship in the organization, the CFO sets a tone and models for all staff how to best use the assets entrusted to us by our donors. The CFO joins a newer COO to ensure a course of sustainable fundraising growth and optimal use of financial assets by:

- Providing strategic, forward-thinking leadership in the area of finance
- Partnering with the COO in seeing the horizon, driving preemptive change, and operationalizing strategies for financial health
- Using advanced knowledge of business analytics and economic modeling to plan, implement, manage, and control all financial-related activities for the organization, anticipating key trends, opportunities, and vulnerabilities
- Translating market plans and vision to budgets and financial plans
- Collaborating with CFOs throughout the Partnership of World Vision International
- Increasing the level of financial planning, analysis, and accountability of the World Vision U.S. office, enabling business units to make more effective decisions
- Holding all areas of the organization accountable for their part in stewarding resources well through discipline and perseverance
- Leading WVUS to meet and exceed industry benchmarks of financial stewardship for NGOs
- Ensuring the organization's infrastructure supports the demands of future growth



# THE PERSON

## **Deep, mature Christian faith**

Has a passion for the gospel and for serving the poor and churches, along with a deep and intellectual faith that motivates and shapes all dimensions of his/her life. Articulates his/her faith, leads through a spiritual framework, and integrates biblical principles in work relationships. Must feel a calling to this position.

## **Proven CFO experience**

The ideal candidate has already been the successful CFO of a large organization with complex financial models.

## **Financial planning, analysis, and operations expertise**

Because World Vision U.S. has a complex set of marketing channels that spans mass consumer markets, private philanthropy, foundations, and grants, this person will ideally have a strong background working in a variety of economic models. This person has likely also provided leadership for related areas of physical asset management, information technology infrastructure, compliance, audit, payroll, or other functions.

## **Track record of growing revenue**

Has proven career experience in building and growing businesses.

## **Strong operational and process capabilities**

Able to drive for operational excellence, select and implement key IT systems that support growth, understand linkages between functions, comprehend end-to-end processes, and run a tight and efficient ship.

## **Strongly collaborative management style**

Builds teams, motivates and inspires, does not micromanage, and uses “soft power” effectively; World Vision U.S. would not thrive under authoritarian leadership. Leads ownership through influence and relationship, not position. Values robust debate and dialogue and clearly communicates expectations to drive excellence.

## **Excellent communication skills**

Has a well-honed ability to communicate the organization’s mission and ethos, motivate and inspire staff, and cast a compelling vision for our work.

## **Significant work horizon**

With the organizational complexity of World Vision, continuity of leadership is important. The successful candidate will be willing and able to commit to a tenure that allows strategy to reach fruition.





# THE CFO ROLE

- Turns strategy and vision into action plans and takes responsibility for all operational implementation
- Builds and develops a strong management team at all levels
- Manages and coaches the senior finance leadership team
- Drives financial accountability and planning
- Along with the COO, sets budgets and multi-year financial plans and holds the organization accountable for achieving them
- Regularly supports the President and COO on the financial viability of market and operational plans
- Keeps the Board of Directors well-informed of the organization's financial well-being and risks

## Qualifications

- MBA, MS in management or related degree; CPA preferred
- Knowledge of and experience with Payment Card Industry Data Security Standards (PCI DSS) preferred
- Specialized training in change management, not-for-profit accounting preferred
- Experience with laws governing 501(c)(3) and church status (ERISA, audit, 990), ECFA standards, and not-for-profit accounting knowledge and experience a plus



# THE OPPORTUNITY

Over the past 17 years, World Vision U.S. has grown from \$350 million to more than \$1 billion in revenue and become one of the largest nongovernmental humanitarian organizations in the world. In today's changing landscape, World Vision needs an internal leader with the technological and financial savvy to help navigate new and more complex waters. This person's strategic leadership ensures impact to more than 961,000 unique donors and 12,000 partner churches in the U.S., hundreds of corporations, foundations, and government entities, and nearly 100 countries in the World Vision Partnership. This will require an unwavering commitment to team leadership, fostering collaboration between departments, and creative thinking.





# INQUIRY PROCESS

If you sense that your God-given gifts and experience are a good match for this role, we invite you to begin the inquiry process. All candidate information and conversations are handled confidentially. For more information or to ask questions, contact Tommy Thomas of JobfitMatters at **615.261.4623**.

## Please provide the following documents for review:

- A current résumé
- Responses to the following:
  1. Describe your Christian faith. Share how you came to have faith in Christ, along with anything you would define as significant faith experiences, personal spiritual formation, and spiritual training or discipleship.
  2. What is it about the ministry of World Vision that attracts you to this position?
  3. Looking back over your career, and using this document as your guide, describe how your career/ministry experiences to date have prepared you for this position.
- The names and contact information (telephone numbers and email addresses) of four people who know you and your career well enough to comment on your suitability for this role. (References will only be contacted after we have requested and received your permission to do so.)

Send the above in Microsoft Word format to Tommy Thomas at [resumes@simainternational.com](mailto:resumes@simainternational.com), using “World Vision CFO” as the subject line.



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