Director, Finance

Reports To: Executive Director, Mandela Partners
Job Type: Full-Time (40 hours/week), Exempt
Salary: $120,000–$130,000, commensurate with experience

Last updated: June 2026

Why Join Mandela Partners

This is a senior leadership role at a mission-driven organization where finance directly powers community impact. You'll be a true thought partner to the Executive Director, help shape strategy on a small, collaborative leadership team, and build the financial systems a growing nonprofit needs to scale - while keeping equity, transparency, and community at the center of every decision.

We back that work with real benefits and balance: a full week off in June for Juneteenth and another at year-end, generous accrued sick, vacation, and holiday pay, access to wholesale produce at cost, and a 50% discount on weekly produce boxes. You'll lead finance with an accountant on your team handling day-to-day transactions, freeing you to focus on strategy, systems, and stewardship.

About the Role

Based in Oakland, CA, Mandela Partners works in partnership with local residents, family farmers, and community-based businesses to improve health, create wealth, and build assets through local food enterprises in limited-resource communities. As we grow across the Bay Area, the Director, Finance will ensure our financial systems are sound, equitable, and built to support the communities we serve.

Reporting to the Executive Director and managing an accountant, the Director, Finance oversees finance, investment strategy, and business planning. The right candidate is both a rigorous financial leader and an engaged people leader.

Key Areas of Responsibility

Financial Strategy & Stewardship (40%)

- Lead the annual budgeting and planning process with the Executive Director; track performance against budget and keep the leadership team informed of the organization's financial position.
- Manage cash flow, forecasting, and long-term financial planning to support sustainable program growth.
- Provide financial oversight, including sound fiscal management practices, internal controls, and regulatory compliance.

- Analyze and present timely, accurate financial reports tailored to the Board, leadership team, funders, and program staff.
- Oversee long-term investment strategy and reserves, making mission-aligned decisions that strengthen the organization's resilience.
- Identify and implement systems improvements (accounting, payroll, HRIS, contracts management) to streamline operations and support scaling.

Accounting, Grants & Compliance (35%)

- Manage the accountant and oversee monthly accounting operations - bookkeeping, payroll, AP/AR, invoicing, and financial tracking of restricted grants - reviewing for accuracy and integrity.
- Maintain a robust contracts management and financial reporting system; ensure billing and collection schedules are met, and cash flow stays steady.
- Oversee all financial, program, and grants accounting, and develop financial reporting for all donor segments.
- Coordinate and lead the annual audit; serve as primary liaison with external auditors and the Board's finance committee.
- Ensure compliance with all applicable federal, state, and local laws, including California-specific employment and nonprofit requirements.

Leadership & Strategic Partnership (25%)

- Serve as a thought partner to the Executive Director and an active member of the leadership team in strategic decision-making and planning.
- Translate financial data into clear insights that help leaders, the Board, and program teams make confident, mission-aligned decisions.
- Manage and develop the accountant with a coaching mindset, fostering a team culture rooted in equity, accountability, and continuous learning.
- Perform other duties as assigned in support of organizational goals.

To Be Successful in This Role, You Have

Minimum Qualifications

- 7+ years of progressive finance or accounting experience, including meaningful time supporting a nonprofit.
- Experience across general accounting, grant tracking, payroll, and core business systems, with the ability to oversee these functions through a direct report.
- Proven track record in building and managing systems in a fast-paced, mission-driven environment; strong project management skills.
- Strong financial leadership: budgeting, forecasting, internal controls, and regulatory compliance.
- Ability to think strategically and connect strong execution to organizational goals.

- Experience managing and developing staff; comfortable leading inclusive, equity-centered teams.
- Excellent communication and interpersonal skills; at ease with funders, board members, auditors, vendors, and program staff.
- Demonstrated commitment to Mandela Partners' mission and values.
- Self-directed, collaborative, and adaptable, with a learning orientation and openness to feedback.

Preferred Qualifications

- Senior nonprofit or social enterprise finance experience, particularly with restricted grants and government contracts.
- Experience leading audits, board finance committees, and donor financial reporting.
- Familiarity with food systems, community development, or related mission areas.
- Proficiency with platforms such as QuickBooks, Ramp, Bill.com, ADP, Salesforce, and Google Workspace.
- CPA, MBA, or equivalent advanced credential is a plus, but not required.

Additional Requirements

- Based in Oakland, CA, in a hybrid (on-site and remote) work environment.
- Occasional local travel within the East Bay for site visits, partner meetings, and community events.

How to Apply

Please email your resume and cover letter to jobs@mandelapartners.org with "*Finance Director*" in the subject line.

If you would like to request an accommodation in the application process, please email jobs@mandelapartners.org.

About Us

Mandela Partners is a nonprofit based in Oakland, CA that works in partnership with local residents, family farmers, and community-based businesses to improve health, create wealth, and build assets through local food enterprises in limited-resource communities.

Mandela Partners is an equal opportunity employer and makes employment decisions on the basis of merit and job performance. Mandela Partners policy prohibits discrimination based on sex (including gender, gender identity, gender expression, transgender, pregnancy and breastfeeding), race (including traits historically associated with race, including, but not limited to, hair texture and protective hairstyles), color, national origin, ancestry, religious creed (including religious dress and grooming), sexual orientation (including heterosexuality, homosexuality and bisexuality), age (40 and over), marital status, military or veteran status, genetic characteristic or genetic information, physical or mental disability, medical condition, reproductive health decision making, or any other characteristic protected by federal, state or local laws.