



**GORDON
COLLEGE**



POSITION DESCRIPTION

Vice President for Finance and Chief Financial Officer

New England's top Christian college

Vice President for Finance

Gordon College, Wenham, MA

Reports to: Chief Operating Officer

Member of the Senior Leadership Team

Full-time | On-site

Institutional Context

Gordon College is a Christ-centered comprehensive institution offering liberal arts, graduate and professional programs, integrating career-focused academics and an open-handed approach to faith formation. The College has a distinguished history of shaping students who lead lives of purpose, character and faith. Known for academic rigor and spiritual depth, the College has long been a respected voice within Christian higher education. As a close-working community of faculty and staff, we value collaboration, stewardship, and innovation in advancing our mission.

In these pivotal times in higher education, Gordon College continues to innovate across academic and operational areas to best serve its learners and broader community. While the College has achieved many of its innovative goals, ongoing innovation and continuous improvement remain central to our culture, enabling us to serve students and steward both tangible and intangible resources effectively.

We seek a forward-thinking financial leader who thrives in a mission-driven, student-centered environment and brings both strategic vision and hands-on expertise to a small, dynamic college setting. The next Chief Financial Officer will play a pivotal role in strengthening the College's financial sustainability through innovative budgeting practices, rigorous financial analysis and transparent reporting for internal and external stakeholders. This individual will collaborate closely with senior leadership to align resource allocation with institutional priorities, optimize the use of endowment and investment assets and advance data-informed decision-making across the College. Equally important, the CFO will lead with integrity and purpose—fostering a culture of accountability, collaboration and stewardship that supports the College's mission, values and long-term vitality.

This is a pivotal senior leadership role—ideal for a results-oriented leader who thrives in complex environments, brings both vision and discipline and is motivated by the chance to make a lasting institutional impact. The ideal candidate will be equally comfortable crafting high-level strategy, executing on the ground, leading strong teams, and aligning financial reporting and analysis efforts with the College's broader mission and vision.



Position Summary

The Vice President for Finance serves as the college's Chief Financial Officer and a key member of the Senior Leadership Team. This leader provides strategic direction and hands-on management of the college's financial health—aligning fiscal resources with mission and long-term institutional priorities. The VP for Finance partners closely with trustees, cabinet colleagues and campus departments to strengthen the college's sustainability, advance strategic initiatives and uphold the highest standards of financial stewardship and Christian integrity.

Key Responsibilities

- Provide financial leadership, multi-year budgeting, forecasting and scenario modeling in support of the college's mission and strategic plan.
- Supervise accounting, budgeting, financial audit activities, purchasing and cash-flow management; ensure compliance with all applicable standards and regulations.
- Guide processes to further strengthen budgeting, forecasting and reporting for senior leadership, trustees and external stakeholders.
- Contribute to the internal development and maintenance of dashboards, key performance indicators that monitor progress and drive desired results.
- Lead annual and long-term operating and capital budgeting processes; deliver clear, actionable financial analyses to senior leadership and trustees.
- Oversee business operations including risk management, facilities, finance and auxiliary enterprises.
- Partner with Enrollment, Advancement and Academic Affairs to evaluate new initiatives and align resource allocation with mission and market realities.
- Shape endowment and investment strategies in collaboration with the Finance Committee of the Board of Trustees.
- Serve as staff liaison to the Finance, Audit and Investment Committees of the Board of Trustees.
- Negotiate or approve contracts or agreements with suppliers, contractors, federal or state agencies or other organizational entities.
- Evaluate and advise on real estate investments, acquisitions, dispositions and development opportunities.
- Build, mentor and support a finance team committed to accuracy, transparency, service excellence and operational efficiency.



Qualifications

- Bachelor's degree in accounting, finance, business administration or related field.
- Minimum of ten years of progressive experience in financial leadership, preferably in higher education or nonprofit settings.
- Demonstrated expertise in integrated strategic planning, budgeting, financial management and business operations.
- Strong analytical, communication and presentation skills with experience engaging trustees and senior leaders.
- Understanding of and commitment to the mission and values of a Christian institution of higher education.

Preferred Qualifications

- CPA, MBA or master's degree in finance, business or higher-education administration.
- Experience with endowment and investment management, capital financing and ERP/financial systems modernization.
- Proven ability to lead teams, streamline processes and foster cross-campus collaboration.

Personal and Spiritual Qualities

The successful candidate will demonstrate a mature Christian faith, high ethical standards and a servant-leadership approach that models humility, wisdom and collaboration.



Compensation and Benefits

Expected hiring salary range is \$160,000 - \$200,000, commensurate with experience and the scope of responsibilities. The College offers a comprehensive benefits package that includes health insurance, retirement contributions, tuition benefits and generous paid time off.

Application Process

Application review will begin immediately and will continue until the position is filled. Applicants may start the application process at gordon.edu/professionalapplication. Nominations and inquiries may be submitted to hr@gordon.edu. Applications received by Monday, January 5, 2026 will be given full consideration.

Gordon College is located on the North Shore of Boston in Wenham, MA, and is the only nationally ranked, multid denominational Christian college in New England. Gordon believes students and professionals should be equipped to flourish in an uncertain and changing world, which is why career-focused academics blend with a life-giving faith community to prepare Christians to make a difference with hope and confidence. With over 125 academic programs, Gordon currently serves 1,300 undergraduate and 275 graduate students.

For more information visit www.gordon.edu.

Mission Statement

Gordon College strives to graduate men and women distinguished by intellectual maturity and Christian character, committed to lives of service and prepared for leadership worldwide.