



Finance Director

Our Mission

The Bridge for Youth (BFY) centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships.

Our Values

Patience – We give space for youth to make decisions on their own timeline in their own way.

Love and Caring – We believe in acceptance, empathy, and non-judgement.

Communication – We engage in intentional dialogue to understand each other’s truths.

Integrity – We actively learn, grow, and change to align our actions in equity and justice.

Co-Creation – We seek connection to amplify the voice of youth and each other.

Community – We stand together for youth and for each other.

Our Commitment to Racial Justice & Equity

Position Information

Position: Finance Director	Job Type: Full-Time
Classification: Exempt	Reports to: President
Posting Date: 6/9/26	Closing Date: Open Until Filled
Compensation: \$110,000 - \$120,000 annually <i>The Bridge for Youth utilizes an equitable & competitive compensation program and salary structure that includes regular Cost of Living Adjustments and raises. For this position, the salary range is \$110K - \$120K annually, depending on experience. This salary is non-negotiable beyond this range to counter pay inequality and uphold internal parity for salaries.</i>	
Location: Hybrid negotiable; includes “on-site director” rotation	
Working Hours: Flexible hours will be between 8:00 AM and 6:00 PM, Monday through Friday, with occasional evenings and weekends as needed	

Position Overview

For over 50 years, BFY has been at the forefront of addressing youth homelessness in Minnesota, positively impacting the lives of the most vulnerable youth in our community, through youth-centered and culturally-responsive programs that offer a pathway out of homelessness, including the most marginalized – minors, BIPOC, LGBTQ+, young families, and SEY.

The Finance Director acts a key partner and strategic member of the executive team leading the organization’s ability to meet its financial, compliance, programmatic and other goals. This position is responsible for leading and managing financial management of a \$4 million budget, including over 50% government funding with significant contract oversight. BFY is committed to advancing equity, inclusion and racial justice within the organization, programming and community.

Benefits Information

- Competitive health, dental, vision, and ancillary benefits
- Company-paid life insurance and long-term disability
- 403b (immediate contribution & vesting) with up to 4% match after one year of employment
- Up to 4 weeks of PTO first year of employment, in addition to 15 paid holidays
- Pet friendly

We ask all staff to:

- Lead within a framework of agency values, philosophies, and goals, including team commitment and cooperation across BFY services and programs.
- Emulate and enthusiastically promote the organizational culture as defined by the identified values statements and racial justice and equity opportunities of BFY.
- Lead in building upon and strengthening a culture of establishing and nurturing relationships.
- BFY believes in team, collaboration, and constantly developing a supportive and caring environment for each other. Sometimes we are asked to lean in above and beyond our position description and we enthusiastically do so.

Key Responsibilities

- In partnership with the leadership team, develop and promote an organizational work environment and culture that prioritizes inclusivity, equity, and racial justice.
- Prepare, analyze, and present financial reports in an accurate and timely manner; clearly communicate monthly and annual financial statements in accordance with generally accepted accounting principles (GAAP).
- Lead and oversee annual budgeting process and long-term financial planning in conjunction with the President to align with strategic and annual organizational plans. Coordinate budgeting process, which is inclusive of management team.
- Monitor and manage financial, operational, and strategic issues as they arise; provide recommendations to the President, Finance Committee, and management team based on financial analysis and projections.
- Serve as a staff representative and provide monthly financial reports to the Finance Committee of the Board of Directors.
- Review all financial plans and budgets, monitor progress and changes. Inform the Operations Team and Program Managers of the organization's financial position and progress to programmatic and department budget goals on a monthly basis. Be their strategic partners.
- Coordinate and lead the annual audit, 990, and other filings; liaise with external auditors, staff leadership, Finance Committee of the Board, and Board of Directors.
- Lead and oversee financial and business operations with functional responsibilities over accounting, general ledger, grant awards, accounts receivable, banking, and capital assets.
- Manage city, county, state, and federal contract financial compliance, reporting, audits, and billing with over 50% of BFY revenue is government contracts.
- Manage organization's financial sustainability, including cash flow and forecasting; manage and track the performance of invested assets in keeping with policies.

- Maintain a proper system of internal controls to ensure the proper recording of financial activity and to protect organizational assets.
- Ensure compliance with all statutory obligations of the organization.
- Oversee business and liability insurance, including annual review and claims management.
- Oversee management and reporting of donor designated / restricted funds according to FASB accounting standards.
- Participate in ongoing strategic and annual planning process as an integral member of the Operations Team; lead the financial planning / execution of strategic initiatives, such as young families housing expansion.
- Manage Finance department, including the accountant and/or consultants, to ensure they are set up for success. Collaborate with Human Resources department in payroll, compensation, insurance, and benefits.
- Participate as a member of the Operations Team. Attend - and participate in – other organizational, team, and Board of Directors meetings, as well as organizational events / activities.
- Commit to own professional growth related to position, equity and racial justice.
- Create opportunities to support each team member’s growth of skills and strengths through the use of the organization’s Human Resources processes.

Qualifications

Required

- Bachelor’s degree or higher in Finance, Accounting or related field
- Minimum of five years of progressively responsible experience in management of financial, compliance and administrative operations, preferably in a nonprofit setting with nonprofit finance
- Minimum three years of experience with financial management, reporting and billing of government grants and contracts (Federal, State, and County) preferably Hennepin County
- Strong financial management and accounting background with experience implementing internal financial policies and controls. Knowledge of and ability to lead compliance activities.
- Rooted in belief of racial justice, inclusion and justice, with an understanding of privilege and oppression in systems, organizations and community
- Passion for and commitment to The Bridge for Youth mission
- Experience in a similarly situated nonprofit
- Leads with a high level of confidentiality, ethical standards and conduct, strategic and forward-thinking, strong analytical abilities, problem solving, communication, time management, decision making, knowledge of legal and statutory compliance, organizational skills and ability to work with others internally and externally
- Ability to build effective working relationships, within teams and in community
- Advanced experience in Microsoft Office applications (Word, Excel, Access, PowerPoint and Outlook)
- Advanced expertise in finance (QuickBooks Online), development (Bloomerang), and human resource software systems (CBIZ)
- Hands on knowledge of record keeping in a digitized environment, expertise in text messaging and other digital communication methods
- Must have excellent written and verbal skills
- Must be 21 years of age or older
- Must not have been a resident of any BFY program within the last three years

- Must clear a background check
- Valid driver's license, satisfactory driving record, and auto insurance with minimum bodily injury liability limits of \$100,000 per person/\$300,000 per accident

Preferred

- Lived experience similar to the youth served by BFY
- Bi-lingual (English-Spanish) with high proficiency of verbal and written skills
- Master's degree in Finance, Accounting, or related field and/or licensure as a Certified Public Accountant

To Apply

Submit cover letter, references, and resume to resume@bridgeforyouth.org

The Bridge for Youth is an Equal Opportunity Employer committed to embracing diversity and individuality, and opposed to practices which discriminate on basis of race, gender, sexual orientation, religion, handicap, disability, age, or nationality. We apply this policy of unbiased consideration not only to our hiring process, but also to recruitment, promotion, transfer, compensation, layoff, and termination. We are further committed to taking affirmative action to ensure our employment opportunities are accessible to individuals who meet the qualifications conducive to available positions, and we encourage all interested jobseekers to apply. EEO/AA.