



Chief Financial Officer

Asphalt Green

New York, NY

Salary: \$220,000 - \$250,000

The Organization

Asphalt Green is a nonprofit organization that transforms lives and builds community through sports, fitness, and play for all. Through our memberships, sports and aquatics offerings, camps, and community programs, we're building a world where everyone can experience the life-changing benefits of exercise.

From toddlers making their first splash in the water to Olympic athletes training for glory, young people trying a new sport or older adults looking to stay active, Asphalt Green empowers athletes of all ages, backgrounds, and abilities to live active and healthy lives. Asphalt Green believes everyone deserves access to high-quality sports, fitness, and play opportunities and puts its vision into action through world-class fitness memberships, nationally competitive sports teams, and community programs that break down barriers to play. Some of these impactful programs include free swim classes for public school students, sports leagues, and older adult fitness classes. Some of Asphalt Green's other signature programs include AGUA, Manhattan's premier competitive swimming team, Asphalt Green Soccer Club (AGSC), and its summer day camp.

Asphalt Green is in its second year of a five-year strategic plan and on an accelerated path to broaden its impact to provide sports, fitness, and play to people of all backgrounds. Laser focused on growth, expansion, and new opportunities; Asphalt Green has successfully grown its revenue by 40% in only two years. With sites located on the Upper East Side, Battery Park City in Lower Manhattan, and a new site in Crown Heights, Brooklyn, Asphalt Green's programs reach across New York City to all five boroughs and serve 20,000 people every day.

Excellence is at the core of its mission. Whether on-campus or off-campus, beginner or Olympic level, Asphalt Green brings its deep expertise, exceptional coaching, and commitment to excellence to all its programs. For more information about Asphalt Green, visit www.asphaltgreen.org.

The Position

Asphalt Green is at a pivotal moment in its growth journey, having achieved 40% revenue growth over the past two years while expanding their impact across all five boroughs of New York City. With an annual revenue of approximately \$40 million and a transformational capital campaign on the horizon, Asphalt Green is seeking an experienced Chief Financial Officer to help guide their next phase of strategic growth and community impact.

Reporting directly to the Chief Executive Officer as a key member of the leadership team, the CFO will play a crucial role in both day-to-day financial operations and long-term strategic planning. This position offers the opportunity to shape the financial future and long-term sustainability of an organization that serves 20,000 people daily through sports, fitness, and play programs. You'll work alongside a passionate leadership team committed to expanding access to high-quality programs while maintaining our commitment to excellence and community service.

Strategy and Leadership

- Work closely with the Chief Executive Officer and the leadership team to develop and implement strategic plans and goals that support the organization's mission and vision.
- Oversee, evaluate, and improve day-to-day financial operations, policies, and procedures to ensure alignment with the organization's overall strategic vision and long-term growth.
- Lead the Finance Board Committee, collaborate with other committee members to provide strategic financial guidance and support to the organization.
- Provide leadership and mentorship to a team of 14 finance, accounting, and billing professionals. Foster a culture of continuous improvement and professional development.
- Serve as the organization's subject matter expert in all things finance and collaborate with other senior leaders to support departmental programs and initiatives.
- Develop accurate complex financial and scenario planning models to support the Leadership Team in strategic decision-making.
- Effectively communicate key financial information to relevant stakeholders, and tailor reports and communications to specific audiences.



Financial Management

- Responsible for all financial activities of the organization, including accounting, budgeting, financial reporting, forecasting, cashflow monitoring, and financial analysis.
- Ensure the accuracy, completeness, and timeliness of financial records, including the general ledger, accounts payable and receivable, payroll, and other financial systems.
- Prepare and present financial reports to the Chief Executive Officer, Leadership Team and the Board of Directors, providing relevant and effective analysis and recommendations as needed.
- Manage relationships with external partners, including banks, auditors, and other financial service providers.
- In collaboration with the Leadership Team, ensure appropriate and effective stewardship of capital campaign contributions.
- Continue the implementation of Accounting Seed to maximize internal efficiency around financial management and reporting .

Budgeting and Forecasting

- Develop and oversee the annual budgeting process, working closely with program managers and other stakeholders to develop realistic and achievable budgets based on prior year trends and any growth plans.
- Monitor actual performance against budget and provide regular updates and analysis to the Chief Executive Officer, the Leadership Team, key programmatic staff, and the Board of Directors.

- Develop and maintain financial forecasting models that support long-term financial planning and decision-making.

Compliance

- Oversee all tax filings and compliance requirements, ensuring that the organization is in compliance with all relevant laws and regulations.
- Responsible for the procurement and purchasing rules and monitoring the organization's compliance with those rules.
- Maintain full financial compliance and reporting with all organizational agreements, including the Sole Source and License Agreement with NYC Parks, Management Services Agreement with Battery Park City Authority, Operating Agreement with BFC Partners at Major Owens Community Center, and any additional leaseholds or financial obligations.
- Manage relationships with external auditors and other financial service providers to ensure compliance with all reporting and regulatory requirements.
- With the support of legal counsel, review contract terms and conditions with new and current vendors.
- Collaborate with the Chief Executive Officer and leadership team to develop and implement financial controls, policies, and procedures that align with GAAP.



THE IDEAL CANDIDATE

The ideal candidate for the Chief Financial Officer position possesses the following competencies:

Business & Financial Acumen Interprets and applies knowledge of financial indicators, budgeting, and business environment to inform decision-making, drive growth and steward resources effectively.	Collaborates Building partnerships and working collaboratively with others to meet shared objectives.	Strategic Mindset Seeing ahead to future possibilities and translating them into breakthrough strategies.
Drives Results Consistently achieving results, even under tough circumstances.	Manages Complexity Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.	Builds Effective Teams Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.

Additional Qualifications

- Bachelor's degree in Accounting, Finance, Business, Public Affairs or related field; MBA, MPA or CPA preferred.
- At least 10 years of experience with progressive responsibilities in financial management, experience in a nonprofit organization preferred.
- Proven track record of successful financial management, including experience developing and implementing financial strategies, managing budgets, and overseeing financial reporting and compliance.
- Strong leadership and management skills, with experience building and leading high-performing teams.
- Experience with managing capital campaign finances and large-scale construction projects.
- Excellent analytical, problem-solving, and decision-making skills.
- Strong communication and interpersonal skills, with the ability to communicate financial information to non-financial stakeholders.
- Passion for the mission and work of the organization.
- Passionate interest in mentoring others and working as a team.



WORK ENVIRONMENT

This position is located in New York City. Asphalt Green has locations on the Upper East Side, Battery Park City in lower Manhattan, and Crown Heights, Brooklyn.

This is a hybrid role with at least 3 days in office. The Chief Financial Officer is expected to be in the community and at our sites on other days as needed.

COMPENSATION AND BENEFITS

Salary:

\$220,000-\$250,000

Benefits

Asphalt Green offers a comprehensive benefits package including medical, dental, and vision insurance and generous paid time off.

TIMELINE AND NEXT STEPS

If you are interested in this position, please click [here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by September.

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[Submit an application](#)