

Controller

Confidential Search

New York, NY

Salary: \$170,000 - \$190,000

The Organization

This is a mission-driven nonprofit organization that transforms lives and builds community through sports, fitness, and play.

Serving individuals across their lifespans, the organization empowers people of all ages, backgrounds, and abilities to live healthy, active lives.

Committed to expanding access to high-quality sports and fitness opportunities, the organization delivers its mission through a combination of membership-based fitness offerings, highly competitive athletic teams, and community programs. Signature initiatives include free learn-to-swim programming for public school students, youth sports leagues, competitive club teams, summer camp, and fitness programming for older adults.

Currently in the third year of a five-year strategic plan, the organization is experiencing accelerated growth, focusing on expanding impact, and broadening access. It has increased revenue by 40% over the past two years and continues to invest in innovation and new opportunities for impact.

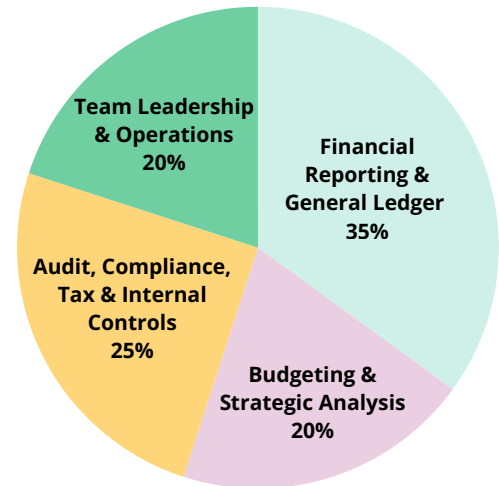
With multiple sites and programming that reaches communities across NYC, the organization serves approximately 20,000 individuals daily. Excellence is at the core of its mission. Whether serving beginners or elite athletes, on-site or in the community, the organization brings deep expertise, exceptional coaching, and a commitment to excellence in all its programs.

The Position

The Controller is the chief accounting architect for the organization, responsible for ensuring the integrity, accuracy, and efficiency of all accounting-related operations. This is a hands-on leadership role that oversees a diverse revenue landscape including fitness memberships, program fees), summer camps, and philanthropy. The Controller will lead and manage a team of 10 FTE's including our staff accountants, A/R, A/P, and payroll functions.

Financial Reporting & General Ledger

- Lead the month-end and year-end closing processes, ensuring GAAP compliance.
- Prepare comprehensive monthly financial packages, including balance sheets, P&L statements, and cash flow analysis.
- Oversee revenue recognition for complex streams (e.g., deferred revenue for summer camps and annual memberships).



Budgeting & Strategic Analysis

- Partner with the CFO and Department Heads to develop and monitor a \$30M+ annual operating budget.
- Perform budget-to-actual variance analysis to help program directors manage their departmental costs effectively.
- Provide financial modeling for new initiatives, such as facility expansions or new community impact programs.

Audit, Compliance, Tax & Internal Controls

- Serve as the primary liaison for the annual external audit, annual income tax, and Form 990 preparation.
- Maintain and strengthen internal controls to safeguard assets across multiple physical locations.
- Ensure rigorous compliance with NYC/NYS government contracts and private grant reporting requirements.

Team Leadership & Operations

- Supervise and mentor the accounting staff, ensuring a high-performing team.
- Oversee the integration of new financial systems with existing management platforms.
- Collaborate with the HR department on payroll processing and benefits-related financial obligations.
- Build relationships with key stakeholders across departments and collaborate closely as needed.

THE IDEAL CANDIDATE

The ideal candidate for the controller position possesses the following competencies:

Manages Workflow	Plans & Aligns	Builds Effective Team
Provides direction, delegating, and removing obstacles to get work done.	Plans and prioritizes work to meet commitments aligned with organizational goals.	Builds strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals.
Optimizes Processes	Resourcefulness	Instills Trust
Knows the most effective and efficient processes to get things done, with a focus on continuous improvement.	Secures and deploys resources effectively and efficiently.	Gains the confidence and trust of others through honesty, integrity, and authenticity.

Additional Qualifications

- 8+ years of related accounting experience, with at least two years in a Controller or Assistant Controller capacity.
- Strong communication skills, with the ability to explain complex financial data to non-financial staff.
- Highly collaborative, with the ability and desire to build relationships across departments.
- Strong project management skills.
- Strong leadership and management skills, with experience building, leading, and coaching high-performing teams.
- Deep understanding of fund accounting, net asset restrictions, and 501c3 regulatory requirements.
- Proficient in mid-to-high level accounting software and advanced Excel (VLOOKUPS, Pivot Tables, etc.,).
- Accounting Seed and Salesforce expertise is preferred but not required.
- Passion for the mission and work of the organization .

WHO WE ARE

Work Environment

This position is located in New York City. This is a hybrid role with at least 3 days in office on the Upper East Side.

COMPENSATION AND BENEFITS

Salary

\$170,000 - \$190,000

Benefits

The position 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 April.

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[Submit an application](#)