



## Director of Finance

# Beit Halochem USA/Friends of Irgun Nechei Zahal

Hybrid / New York City

### The Organization

Friends of Irgun Nechei Zahal (“The Irgun”), is the U.S. fundraising arm supporting Irgun Nechei Zahal in Israel (loosely translated to the organization for the wounded warriors of the IDF). The Irgun is the official, government backed organization in Israel responsible for the long-term support of all IDF wounded warriors. While there are many splinter organizations supporting veterans of specific units, the Irgun is the one and only organization operating at scale, caring for all wounded warriors.

Prior to October 7<sup>th</sup> the Irgun cared for 55,000 wounded warriors from all prior wars and acts of terror. Since October 7<sup>th</sup> as many as 23,000 wounded warriors have been added, and this number is expected to grow significantly, in particular with PTSD cases. The Irgun is thus facing unprecedented burden, and the nature of the support required, and age of those needing care has changed dramatically.

The most notable manner by which the Irgun supports its members is through rehabilitation, support, and empowerment centers known as Beit Halochem (in Hebrew, Home of the Warrior).

Each of the four existing Beit Halochem (Tel Aviv, Jerusalem, Haifa, Beer Sheva, and soon to be opened in Ashdod) provides physical and psychological therapy, vocational training, and social reintegration programs. These centers serve as lifelines for wounded warriors, helping them regain independence and lead fulfilling lives. To meet the growing demand for services, Beit Halochem is currently building a fifth rehabilitation center, further expanding its capacity to provide critical support for Israel’s wounded veterans.

The Irgun is now embarking on a major transformation under the leadership of Board Chairman Sam Zussman and newly hired CEO Iris Reff Ronen. Together, they bring a bold vision to modernize the organization, strengthen its U.S. presence, and significantly expand its fundraising capacity. Their mandate is to reshape The Irgun’s infrastructure so it can better sustain and scale its work in Israel.

For more information, please visit: <https://www.the-irgun.org/>.

### The Position

The Director of Finance will play a critical role in ensuring the organization’s financial health, leading core accounting and financial management functions. This individual will oversee monthly financial reporting, manage day-to-day finance operations including expenses, payroll, and cash flow, and partner closely with the CEO and CFO on budgeting, planning, and strategic decision-making. The role also encompasses oversight of HR administration and ensuring strong internal accounting systems and compliance. The Director will manage foundational finance functions, including accurate record-keeping and monitoring financial transactions such as international wire transfers, including funds to Israel. The ideal candidate brings hands-on nonprofit and/or philanthropic finance experience and a willingness to operate both strategically and “in the weeds”.

## KEY RESPONSIBILITIES

### Financial Management & Reporting

- Lead the monthly close process and prepare accurate, timely financial reports for leadership
- Track and manage organizational expenses, accounts payable/receivable, and cash flow
- Maintain financial records and ensure accuracy across all accounting functions
- Support budget development and monitor performance against budget throughout the year
- Partner with the CEO and CFO to provide financial insights and inform decision-making
- Partner with the Regional Directors/fundraising team to track donor contributions, support acknowledgment processes, and prepare accurate financial reporting on funds

### Compliance, Controls & International Transactions

- Establish and maintain internal controls to safeguard organizational assets
- Coordinate with external accountants and auditors, supporting audit and compliance processes
- Monitor and execute financial transactions, including domestic and international wire transfers
- Oversee proper documentation and tracking of funds, including transfers to Israel
- Manage external audit and 990 tax filing
- Ensure adherence to nonprofit financial regulations and reporting requirements

### Qualifications

- 7–10+ years of progressive experience in finance or accounting, with at least some experience in a nonprofit or philanthropic organization.
- Strong command of core accounting principles, including accounts payable/receivable, reconciliations, and monthly close processes.
- Experience preparing and presenting monthly financial reports to senior leadership.
- Demonstrated ability to manage day-to-day financial operations, including expenses, bill payments, and cash flow tracking.
- Experience working closely with senior leaders (CEO, CFO, or Board) on budgeting, financial planning, and reporting.
- Familiarity with HR administration and operations functions in a small- to mid-sized organization.
- Experience overseeing or supporting audits, compliance, and internal controls.
- Comfort managing or monitoring domestic and international financial transactions, including wire transfers.
- Strong attention to detail and ability to ensure accuracy in financial data and reporting.
- Proficiency with accounting systems (e.g., QuickBooks or similar) and Excel.
- Highly organized, hands-on, and able to manage multiple priorities.
- Strong communication skills with the ability to translate financial information for non-financial audiences.

## COMPENSATION AND WORK ENVIRONMENT

The base salary for this role is between \$140,000 and \$150,000, depending on experience. This role is hybrid with at least 3 - 4 days a week required in the NYC office. Benefits include health insurance, a 403 (b) matching plan, paid time off, and paid holidays (Jewish and secular).

This position description is based upon material provided by Friends of Irgun Nechei Zahal, an equal opportunity employer.

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