



EVERYONE
should have
enough to eat.



Blue Ridge Area Food Bank
Chief Financial Officer

Verona, VA



Blue Ridge Area
FOOD BANK

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About Blue Ridge Area Food Bank (BRAFB)

In the Blue Ridge region, one in nine neighbors faces food insecurity. That reality fuels the Blue Ridge Area Food Bank’s unwavering commitment to ensuring access to nourishing food and good health—for everyone, every day.

Founded in 1981 as what was once described as a “rural experiment in food banking,” the Blue Ridge Area Food Bank (BRAFB) has grown into the largest hunger-relief organization in central and western Virginia. Today, the organization serves 25 counties and eight cities—nearly one-third of the Commonwealth—and is a proud partner food bank of Feeding America.

BRAFB is a true community food bank, powered by deep and enduring partnerships. Its impact is made possible through a network of more than 400 partners (pantries, soup kitchens, shelters, health clinics, schools, hospitals and more), thousands of volunteers, and generous food and financial donors, all working alongside a dedicated, mission-driven staff. Together, this network ensures food reaches neighbors where they live, learn, work, and receive care.

Through four regional distribution centers in Verona, Charlottesville, Lynchburg, and Winchester, BRAFB distributes food each year with precision, care, and efficiency—reaching children, seniors, and families facing food insecurity across the region. In 2025 alone, the Food Bank distributed 32 million pounds of food and served an average of 177,000 visitors each month.

At its core, the Blue Ridge Area Food Bank is about more than food distribution. It is about strengthening communities, advancing health, and addressing inequities that limit access to nutritious food. Guided by values of compassion, dignity, integrity, and accountability, the organization serves all neighbors without judgment and remains steadfast in its belief that hunger is unacceptable.

Led by a visionary CEO and an experienced leadership team, BRAFB continues to evolve to meet the complex and changing needs of the region. The organization is fortunate to be financially sound due to deep and sustained community support and as it looks to the future, it remains focused on eliminating disparities in food access, improving health outcomes, supporting household stability, and building an even stronger organization—one that ensures everyone has the opportunity to thrive.

Learn more about BRAFB at <https://www.brafb.org/>.

The Opportunity

The Blue Ridge Area Food Bank (BRAFB) is at an exciting inflection point and seeks a strategic, forward-thinking Chief Financial Officer (CFO) to help shape its next chapter of growth and impact. As the organization continues to expand in scale, complexity, and innovation, the CFO will be a key architect of BRAFB’s financial strategy—strengthening infrastructure, modernizing systems, and ensuring the organization is positioned to maximize its impact across the region.

Reporting to the Chief Executive Officer, serving on the leadership team and partnering closely with the Board of Directors and Finance Committee, the CFO will provide both strategic leadership and hands-on oversight of all financial functions. This is a highly visible role for a finance leader who thrives in dynamic environments, brings a change-oriented mindset, and serves as a trusted thought partner to senior leadership while maintaining exceptional financial discipline.

In addition to serving as the organization's senior financial executive, the CFO also acts as Chief Compliance Officer, overseeing enterprise-wide compliance, risk management, and internal controls. This leader will guide ongoing financial systems modernization and help scale the finance team to support growing programs, increasingly diverse funding streams, and government and regulatory oversight.

BRAFB is a collaborative, values-driven organization with a strong leadership team, deep community partnerships, and a culture grounded in transparency, respect, and shared purpose. The organization is an member of both the Feeding America network and the Federation of Virginia Food Banks, has a dedicated staff of 70+ and offers exceptional opportunity for a CFO who wants to make a meaningful difference for the hundreds of thousands of people in the Blue Ridge Service area that face hunger every day.

Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills and characteristics:

Financial Leadership, Strategy & Business Acumen

The CFO will provide comprehensive leadership across all financial functions, including accounting, budgeting, forecasting, cash management, financial analysis, and reporting. As a strategic partner to the CEO and management team, the CFO will translate complex financial information into clear, actionable insights that support decision-making, innovation, and long-term sustainability.

This leader will oversee the annual operating and capital budgeting processes, develop short- and long-range financial forecasts, and strengthen the organization's use of analytics, dashboards, and performance metrics to monitor trends, assess scenarios, and anticipate risks and opportunities. The CFO will guide financial planning aligned with BRAFB's strategic priorities and ensure that the investment portfolio and reserves are prudently managed to support both current operations and future growth. The CFO will bring a proven track record of financial leadership within complex organizations and will be equally comfortable diving into details and maintaining a big-picture view of organizational sustainability and growth.

Governance, Compliance & Risk Management

The CFO will ensure the integrity, accuracy, and transparency of BRAFB's financial operations. This includes directing GAAP-compliant financial reporting; leading the annual financial audit; and ensuring compliance with federal, state, and local regulations, including government grants, ERISA requirements, and 501(c)(3) obligations.

Serving as Chief Compliance Officer, the CFO will oversee enterprise risk management, internal controls, insurance coverage, and financial policies. The CFO will work closely with the Finance Committee and Board to provide clear, timely reporting and sound recommendations that support strong governance and responsible stewardship of resources.

Systems Building & Operational Excellence

BRAFB is at a moment of growth that requires modernized systems and scalable infrastructure. The CFO will lead efforts to strengthen financial systems, processes, and standard operating procedures to support increasing organizational complexity. This leader will bring a strong systems orientation, experience with financial technology, and a change-management mindset to ensure efficiency, transparency, and consistency across the organization. The CFO will play a central role in building the infrastructure needed to support long-term sustainability and operational excellence.

People Leadership, Collaboration & Culture

The CFO will be a coach and mentor who builds and develops a high-performing finance team. This includes assessing and evolving the structure of the finance function, and fostering a culture of accountability, learning, and continuous improvement. A collaborative and transparent leader, the CFO will partner closely with leaders across operations, programs, philanthropy, and external partners, ensuring financial practices effectively support mission delivery and innovation. Calm under pressure with exceptional communication skills, the CFO will translate financial concepts into accessible language and build trust across a matrixed organization.

Innovation & Partnerships

The successful candidate will be energized by BRAFB's diverse and evolving funding model, including cash and in-kind donations, private and government grants, and innovative payment mechanisms such as Medicaid reimbursements. The CFO will support financial oversight of sub-granting and food distribution across a network of more than 200 partner agencies. The CFO will bring an entrepreneurial mindset to identifying opportunities for innovation in financial models, partnerships, and systems that expand impact while maintaining fiscal discipline.

Passion for the Mission

A deep commitment to ending hunger and advancing community well-being is central to this role. The CFO will be energized by BRAFB's mission, values, and partnerships and motivated by the opportunity to steward resources in ways that expand impact. A values-driven and collaborative leader, the CFO will bring a roll-up-your-sleeves mindset and thrive in BRAFB's low-ego, team-oriented culture. Passion for BRAFB's mission—nourishing food and good health for everyone, every day—will shape how this leader approaches stewardship, leadership, and long-term sustainability.

Additional Qualifications

- Bachelor's degree in accounting, finance, or a related field; CPA required.
- Extensive senior-level financial management experience, ideally within complex, multi-revenue organizations.
- Experience with investments, reserves, government grants, audits, and compliance.

- Strong systems orientation, including financial systems implementation or modernization.
- Demonstrated success leading and developing teams through growth and change.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$160,000-\$200,000 with a generous benefits package. The exact salary that will be offered to the CFO will be determined based on a consideration of the successful candidate's skills, experience, and geography and aligned with BRAFB's compensation policies.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Erin Reedy, Chris Lee, and Christy Farrell. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

BRAFB is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).