

JOB TITLE:**Finance Director**

Location: Remote with a preference for Boulder, CO headquarters

Reports to: Chief Operating Officer (COO)

Team: Administrative

MAD AGRICULTURE

At Mad Agriculture, our mission is to create a regenerative revolution in agriculture. Our day-in, day-out work is focused on helping farmers and ranchers transition to and thrive in regenerative and organic agriculture. We do this through technical and financial assistance, storytelling, and movement building. We work nationally, with our current focus on the Intermountain West, Great Plains, Midwest, and the South.

Mad Ag is a fast-paced, action-oriented startup nonprofit organization seeking exemplary individuals committed to the revolution. Our culture is entrepreneurial and deeply rooted in a commitment to creating services and products that meet the deepest needs of the farmers and land that we serve. We have a robust commitment to both inner and outer work, which is critical for embodying the principles of regenerative leadership. We are headquartered in Boulder, Colorado, with staff across the country.

ROLE

The Finance Director will serve as Mad Agriculture's financial steward, strategic thought partner, and co-builder of the systems needed to support a fast-growing, mission-driven nonprofit. Reporting to the COO and working closely with the CEO, CDO, Board Finance Committee, and senior leadership team, this role ensures Mad Ag has the financial clarity, discipline, and infrastructure to make confident decisions as the organization scales its impact across the country.

This is a hands-on role for someone who is grounded in strong nonprofit accounting principles and energized by building and improving systems, translating financial information into practical insight for our team and board, and partnering across the organization to steward resources toward the regenerative revolution.

You will thrive in this role if you:

- Are energized by building something new, not just maintaining it.
- Enjoy creating order from complexity and improving systems over time.
- Can move comfortably between strategic conversations and hands-on detailed financial work.
- Appreciate the creativity, flexibility, and resourcefulness required in a growing, entrepreneurial nonprofit.
- Want your work to directly contribute to a regenerative revolution in agriculture.

CORE DUTIES AND RESPONSIBILITIES

Financial Strategy, Planning & Systems Building - 30%

- Serve as a strategic financial partner to the COO, CEO, and leadership team, providing insight that informs organizational priorities, program investments, and long-term planning.
- Lead budgeting, forecasting, financial planning, and scenario analysis across Mad Ag's teams and programs.
- Develop and maintain financial models that support Mad Ag's evolving teams and programs.
- Provide analysis of revenue streams (grants, philanthropy, earned revenue), program sustainability, cost structures, cash flow, and opportunities for growth.
- Support strategic decision-making across the organization with clear, accessible financial information.

Reporting, Grants & Accountability - 35%

- Prepare monthly financial reports for leadership and the Board Finance Committee, translating financial results into meaningful insight.
- Manage annual audit preparation, tax filings (Form 990), grant financial reporting, and regulatory compliance.
- Ensure accurate financial stewardship and reporting of restricted and unrestricted funds, public and private grants, and philanthropic investments.
- Partner with program team leads to improve budget ownership and financial decision-making.
- Collaborate with the development team to support grant applications, particularly application budgets and reporting with accurate financial data.

Accounting Operations, Systems & Compliance - 30%

- Oversee all accounting functions, ensuring accurate, timely, and compliant financial reporting.
- Manage bookkeeping/accounting contractors to maintain strong day-to-day financial operations.
- Strengthen accounting workflows, internal controls and financial policies, reconciliations, and documentation as Mad Ag grows.
- Establish scalable practices that reduce organizational friction.

Mad Team Responsibilities - 5%

Actively contribute to a thriving team culture leading with generosity, respect, kindness, and adherence to our Community Guidelines. Steward the internal systems and relationships that foster collaboration and progress toward our North Star goals. This includes timely updates to systems (Calendar, Slack, Pipedrive, Asana, QuickBooks, etc.), active listening and clear and consistent communication. Participate in team meetings, culture-building, and professional development as appropriate to the role.

QUALIFICATIONS

Required:

- Bachelor's degree in accounting, finance, or related field; CPA and/or Masters a plus but not required.
- 7+ years of progressive financial management experience, with significant experience in nonprofit, mission-driven, or community-based organizations.
- Experience with nonprofit organizations \$10M+.
- Mastery of Google Sheets/Excel, strong experience with QuickBooks Online and related nonprofit finance/technology platforms.
- Experience supporting organizations through growth, restructuring, or significant operational change.
- Demonstrated success managing nonprofit accounting operations, budgeting, forecasting, variance analysis, and financial reporting.
- Advanced financial modeling capabilities related to both operational and loan portfolio tracking.
- Strong understanding of nonprofit financial practices, including restricted funds, grants, compliance requirements, and board reporting.
- Experience preparing for audits and managing relationships with external accounting partners.
- Experience partnering with executive leadership and boards on financial strategy and organizational planning.
- Ability to analyze financial information and translate it into practical, actionable recommendations.
- Experience improving financial systems, workflows, and internal controls.
- Experience managing finance and accounting staff.
- Strong written and verbal communication skills; comfortable presenting financial information to non-financial audiences.
- High level of integrity, discretion, and commitment to responsible stewardship.
- Self-motivated, flexible, and collaborative with a positive attitude.

Preferred:

- Familiarity with agriculture, food systems, conservation finance, or place-based/mission-driven nonprofits.

COMPENSATION, LOCATION, AND REPORTING

This full-time, salaried role reports to the COO. This can be a remote position, however Mad Ag's headquarters are in Boulder, CO where candidates will be prioritized for a hybrid schedule. Travel to bi-annual retreats is required, plus additional travel as needed.



We offer unlimited PTO, healthcare and 401k benefits. Salary ranging from \$135,000 – \$155,000 based on experience and ability. Application deadline Sept 18th at 5pm EST, [APPLY HERE](#). The anticipated start date is December 1 with travel to our winter retreat in Boulder, CO on December 9.

*Mad Agriculture is an **equal opportunity employer**. We support, empower, and uplift each and every one of our team and community members regardless of background. Our organization deeply values a diverse workplace, and we strongly encourage women, people of color, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. Even if you think you may not meet all of the requirements, we encourage you to apply if you are excited to learn. We are committed to fostering a safe environment that is free of discrimination and harassment, and where all team members can bring their full selves to work. We hold ourselves accountable to ensuring justice, equity, diversity, and inclusion is woven into the fabric of our team, internal structures, and programming.*