



Center for Child Protection

Chief Financial Officer

Austin, TX

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Founder + CEO

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About the Center for Child Protection

The Center for Child Protection (CCP) in Austin, TX, is a nationally accredited children's advocacy center and the only nonprofit in Travis County involved in the investigation and prosecution of crimes against children. For over 30 years, CCP has provided a safe, child-friendly facility where children impacted by abuse or violence can receive trauma-informed services, including recorded forensic interviews, therapy, medical care, and crisis counseling—all completely free of charge in English and Spanish. In collaboration with CCP's Child Protection Team agency partners, the goal is to reduce trauma for these children while helping them and their families move forward toward hope and healing. The Center for Child Protection also provides free child abuse education programs for parents, professionals, and the wider community to promote awareness and prevention efforts. Together, with agency partners and an informed, engaged community, CCP is working to end child abuse in Travis County.

Founded in 1989, the Center plays a vital role in supporting children and families through a coordinated, trauma-informed response. It offers a wide range of free, bilingual services in a safe and child-friendly environment, including forensic interviews, on-site medical exams in partnership with Dell Children's Medical Center (CARE Clinic), and individualized therapy provided by a team of licensed professionals. The organization also provides community education and prevention programs, offering multilingual training sessions with continuing education credits to caregivers, educators, and other community members.

The Center serves three to five new children each day and conducted over 938 forensic interviews last year alone. Since its founding, it has supported more than 25,000 children. The statistics the Center shares underscore the urgency of its work: 53% of its cases involve sexual abuse, 95% of victims know or trust their abuser, and one in ten children will experience sexual abuse before turning 18. The Center operates primarily out of its Austin headquarters, with a satellite office in Lakeway providing additional services by appointment.

In addition to its direct services, CCP is deeply embedded in the Austin community, hosting a robust series of annual fundraising and awareness events. Through its Community Spotlight Series, it partners with local groups to extend support and education to families in need. By integrating compassionate care with legal, medical, and therapeutic services, the Center ensures that child victims of abuse receive the protection, healing, and justice they deserve.

Position Summary

The Center for Child Protection seeks a seasoned and hands-on Chief Financial Officer who will lead all financial strategy and operations for the organization. This leader will report directly to the Chief Executive Officer and serve as a member of the Executive Leadership Team. The CFO will guide the organization's long-term financial planning while building the systems and tools needed for a modern, efficient finance function. The Center is financially stable and

highly regarded. It has reached a stage of growth that requires strong forecasting, timely and instructive financial reporting, a thoughtfully developed and engaged budgeting process, and an operational approach that supports strategic planning across all departments.

CCP leadership shares a clear vision for a CFO who will strengthen the entire financial foundation of the organization. This includes building financial models, improving the month-end close process, developing financial and operational dashboards, automating routine processes where appropriate, and offering clear insights that help the CEO, Board, and department heads make informed decisions.

The CFO will also guide the financial planning and oversight for an upcoming capital campaign related to the renovation and expansion of the Center's primary facility. This individual will help assess operational and capital costs, model long-term financial scenarios, and manage cash flow needs as the campaign and project progress.

This role is well-suited to a finance leader who enjoys both strategy and execution. The CFO will work closely with a long-tenured and collaborative team and will help the organization embrace new tools and approaches while honoring the mission and culture that define the Center's work.

Essential Job Functions

Strategic Financial Leadership

- » Serve as a strategic advisor to the CEO, Board Treasurer, Executive Leadership Team, and department heads, and support the organization's long-term planning efforts.
- » Create and maintain a long-term financial plan aligned with CCP's strategic priorities.
- » Build and implement rolling forecast tools that offer clear visibility into revenue, expenses, cash flow, and trends that affect decision-making.
- » Develop and refine financial models that track revenue from government contracts, fundraising events, individual giving, corporate partnerships, and other income sources.
- » Support planning and financial oversight for an upcoming capital campaign, including modeling, risk assessment, and coordination of cash flow requirements for the project.

Financial Operations

- » Oversee all accounting and financial operations, including general ledger maintenance, payroll, accounts payable and receivable, reconciliations, and month-end close.
- » Modernize financial operations with tools and process improvements that reduce manual work and increase accuracy, efficiency, and transparency.
- » Produce monthly and annual financial statements, management reports, operational dashboards, and cash flow projections that meet the needs of the CEO and Board.
- » Strengthen management reporting by offering clear and accessible insights that help leaders understand budget performance, cost drivers, and operational trends.

- » Coordinate the annual audit and Form 990 preparation, maintain strong internal controls, and ensure timely and accurate reporting.
- » Maintain and update accounting policies and procedures in alignment with GAAP, nonprofit accounting standards, and internal policies.

Budgeting, Forecasting, and Cash Management

- » Lead the annual budgeting process in partnership with the CEO and department heads to create budgets that reflect strategic priorities.
- » Develop reliable budget models, variance analyses, and scenario plans that support program and operational decisions.
- » Build and maintain cash flow forecasts that reflect the timing of revenue streams, including revenue from major events and government funding.
- » Manage liquidity and investment decisions in accordance with the organization's Investment Policy.
- » Oversee the management of restricted funds, grant budgets, and cost allocations to ensure compliance and effective resource use.

Risk Management and Controls

- » Identify financial risks and recommend strategies for risk mitigation, including those related to revenue concentration, reserves, capital planning, and cash flow variability.
- » Ensure compliance with GAAP, IRS regulations for nonprofits, and federal and state grant requirements.
- » Oversee internal controls, procurement procedures, expense reimbursement policies, and other financial safeguards.
- » Collaborate with the Chief Strategy Officer and Director of Operations + Facilities on risk management topics such as insurance, cybersecurity, and contractual obligations.

Board and Stakeholder Engagement

- » Serve as the staff liaison to the Board Finance and Compliance Committee.
- » Prepare and present financial reports, dashboards, and analyses to the Board and its committees.
- » Educate and inform Board members about financial trends, strategic considerations.
- » Work closely with the development team to ensure coordination between fundraising strategy, event performance, capital planning, and organizational sustainability.

Team Leadership and Collaboration

- » Supervise and mentor the finance team.
- » Promote a culture valuing accuracy, accountability, communication, and partnership.
- » Strengthen financial literacy across departments by offering guidance, support, and shared tools that improve decision-making.
- » Participate in staff meetings, Center Friend Visits, and community events as needed.

Qualifications

Education

- » Bachelor's degree in accounting, finance, or a related field is required.
- » CPA or MBA is preferred.

Experience

- » Minimum of eight to ten years of progressively responsible financial management experience, ideally within a nonprofit organization.
- » At least three years in a senior finance role (e.g., Controller, Finance Director, or CFO).
- » Experience building or modernizing financial systems, tools, and reporting for a growing organization.
- » Demonstrable success working with executive leadership, boards, and cross-functional teams.

Skills and Competencies

- » Strong understanding of nonprofit financial management, GAAP, fund accounting, compliance, and grant management.
- » Advanced Excel and financial modeling skills, including scenario analysis and forecasting.
- » Proficiency with accounting software (QuickBooks, Sage Intacct, or similar systems).
- » Strong communication skills, with the ability to explain financial concepts to non-financial audiences.
- » Proven leadership skills; experience developing and managing a high-performing team.
- » High degree of integrity, sound judgment, and a commitment to CCP's mission.

Leadership + Key Colleagues (Please do not contact the organization or its leaders directly)

Michael Torres, Chief Executive Officer

Michael Torres has spent more than thirty years with the Center for Child Protection in roles that include bookkeeping, operations, and executive leadership. His background in accounting and his long history with the organization have positioned him as a thoughtful and engaged leader. As CEO, he works closely with partners across the Child Protection Team and guides the Center's strategic direction. The CFO will become a trusted partner to Michael and will assume primary responsibility for the financial management of the organization, allowing the CEO to focus on strategy, partnerships, and mission stewardship.

Dave Nelson, Board Treasurer

Dave Nelson brings extensive experience in financial and operational leadership from the private sector. He has served on the Board for five years, and the CFO will work closely with Dave as a thought partner and key contributor to the Finance and Compliance Committee.

Barbara Yznaga, Chief People Officer

Barbara Yznaga leads all human resources functions for the Center. She joined the Center in 2016 and led the creation and strategic development of the Human Resources department. The CFO will partner with her on compensation planning, workforce modeling, benefits, and financial policies that support a healthy and sustainable workplace.

Jolie Cady, Chief of Community Engagement

Jolie Cady leads the Center's Community Engagement portfolio, which includes fundraising and events, corporate engagement, donor data and giving programs, and education and outreach. She joined the Center in 2012 and has held progressively senior roles that have expanded the scope and impact of the development function. Under her leadership, the team has grown in size and sophistication, and revenue from both events and giving programs has increased. The CFO will work closely with Jolie to understand event economics, align fundraising and financial goals, support revenue diversification, and help ensure that capital campaign efforts complement annual fundraising rather than compete with it.

Amanda Van Hoozer, Chief Program Officer

Amanda Van Hoozer oversees program strategy, service delivery, and alignment with the children's advocacy model. She has been with the Center since 1996 and collaborates closely with the CEO on strategic planning and program development. The CFO will work with Amanda to develop program-level budgets, reporting tools, and operational metrics.

Reporting Relationships

The CFO reports directly to the Chief Executive Officer, serves on the Executive Leadership Team, and has the following supervisory responsibilities:

- » **Finance Manager**
 - Accountants (2)

The CFO also works closely with the Board Treasurer and serves as staff liaison to the Board Finance and Compliance Committee.

****Bold** indicates direct report*

Location

This is a full-time, on-site position based in Austin, Texas.

Compensation + Benefits

The salary range for this position is \$150,000-170,000. Center for Child Protection offers a generous benefits package, which includes:

- » Medical insurance
- » Dental and Vision insurance
- » Life and AD+D insurance
- » Voluntary short-term disability insurance
- » Voluntary accident and critical illness insurance
- » Voluntary hospital insurance
- » Voluntary Life and AD+D insurance
- » Health Savings Account (HSA) for eligible employees
- » 401(k) retirement plan with employer contribution of 3% of base salary
- » Paid time off: 24 days; accrues at 8 hours of vacation and 8 hours of sick time per month; holidays; and employee birthday

As a reflection of our firm's commitment to equity and equal pay for all, Cooper Coleman requires that salary ranges or salary starting points be published for every search we conduct. The practice of not posting salaries perpetuates the gender and racial wage gap and discriminates against women, people of color, and other historically excluded populations by causing individuals to negotiate from a disadvantaged starting point.

Submission Instructions *(read carefully)*

[Cooper Coleman](#) is leading this search on behalf of the Center for Child Protection. To apply, please [visit this link](http://www.coopercoleman.com/current-searches) (www.coopercoleman.com/current-searches). All expressions of interest should be made only through the online application. All inquiries will be held in confidence. Nominations of qualified candidates can be sent to Johnny Cooper at johnny@coopercoleman.com.

A cover letter is not required with your initial application but is welcome to help us understand your fitness for and interest in this role during our initial evaluation. Candidates invited for interviews will be asked to provide a thoughtful letter of interest indicating their specific qualifications for the opportunity, desire to join the Center for Child Protection, and connection to its mission.

Cooper Coleman LLC is committed to providing equal employment opportunities to all qualified candidates and will refer candidates without regard to race, color, religion, national origin, sex, sexual orientation or identity, age, ability, veteran status, or any other legally protected basis.

EEO + Commitment to Diversity and Inclusion

The Center believes that all persons are entitled to equal employment opportunity and does not discriminate against its employees or applicants because of race, color, religion, sex (including pregnancy), national origin, ancestry, age, marital status, sexual orientation, citizenship status, disability, pregnancy, gender identity, protected medical condition, military status, genetic information, or any other basis prohibited by applicable federal, state or local law. This policy extends to all aspects of our employment practices, including but not limited to recruiting, hiring, training, discipline, promotion, transfers, compensation, benefits, leaves of absence, termination, and all other terms and conditions of employment.

Background Checks + Credentials Verification

Before sending your resume for this position, please read it over for accuracy. Cooper Coleman verifies its candidates' employment and academic credentials at the time of offer. Due to the nature of the work involved, the Center for Child Protection conducts multiple background checks before finalizing an offer.

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