BANANAS

POSITION ANNOUNCEMENT

Chief Financial Officer



5232 Claremont Ave Oakland, CA 94618 • Office 510.658.7353 • Child Care Referrals 510.658.0381

www.bananasbunch.org

AT A GLANCE

REPORTS TO
Chief Executive Officer

OVERSEES
Approximately 7 staff

ORGANIZATIONAL BUDGET
$51M (2026–2027)

SALARY RANGE
$200,000 – $250,000 annually

SCHEDULE
Full-time, 37.5 hrs/week, Mon–Fri

LOCATION
Oakland, CA (multi-site)

OUR ORGANIZATIONAL HISTORY & TRAJECTORY

BANANAS has been supporting Alameda County families in their parenting journey since 1974. BANANAS started in Berkeley as a grassroots organization by women who felt they were going bananas juggling work and raising young children. Our original name was "BANANAS: A Place to Find Playmates," but it was changed after receiving numerous calls from adults requesting friends for themselves and not their children! Today, we still have playgroups and so much more to support families.

BANANAS has a long history of advocacy for early care and education and families. In 1977, BANANAS advocated that the State provide funding to pay for child care so low-income families could work or pursue their education. We became the first agency to implement vouchers that parents could use at a child care setting of their choice to pay for tuition. This methodology is called Alternative Payments and is utilized by hundreds of thousands of families in the State of California. The tradition of advocacy continues in the present day and we were a strong voice for the passage of Measures C, AA for early care and education, and Measure W for homelessness prevention and intervention.

In addition to paying for child care for over 2,500 children in northern Alameda County annually, BANANAS provides a myriad of services and programs to families and the early educators that support them.

- Referrals and support to families looking for child care
- Navigation to family supporting services
- Parenting workshops
- Playgroups for preschoolers and their caregivers
- Head Start/Early Head Start in home-based settings
- Maternal Health & Home Visiting
- Emergency financial support for families
- Incubator for aspiring and existing child care business owners

- Support for families experiencing homelessness
- Professional development & coaching for early educators

BANANAS has experienced tremendous growth, vertically and horizontally. In 2017, our budget was $12M, and we had 36 staff members. Today, our budget, from multiple government, philanthropic, and individual donor sources, is $51M and growing. We are fiscally sound with clean audits. The moniker for our team is The Bunch! Our team of 78 comes from diverse backgrounds and lived experiences, and the common thread is our commitment to our youngest learners, their families, and the early educators who teach them.

THE IDEAL CFO FOR BANANAS

You agree with and will wholeheartedly champion our vision and mission:

> *That all children grow up to succeed in life and that they have all the support and tools they need to be eager, joyful, and curious learners. We accomplish this by partnering with all types of families and early educators to raise happy, confident children.*

Our work is guided by these values:

- We value excellence and integrity in all that we do.
- We look for innovative ways to serve our community.
- We consider collaboration and teamwork as integral to our success.
- We treat everyone with dignity and respect.
- We are dedicated to our North Star - families thriving.

You are committed to serving our amazing and resilient families, educators, and caregivers; many of them are economically vulnerable, marginalized, and under-appreciated. You are committed to supporting our internal community of dedicated team members so they can best serve our clients and be responsive to our funders and partners.

You are a thought partner and leader and readily contribute to team problem-solving with a “roll-up-your-sleeves” attitude when facing complex issues and challenges.

If this inspires you, we invite you to read on.

POSITION OVERVIEW

BANANAS, Inc. seeks a Chief Financial Officer to provide strategic financial leadership for an organization with a complex revenue mix, including grants, individual donors, and public funding totaling $51M in 2026-2027. This new role reflects the organization's growth and increasing financial complexity. The CFO will serve as a strategic partner to the Chief Executive Officer, Chief Program & Impact Officer, and Chief Operating Officer, ensuring financial strategy, systems, and compliance support BANANAS' mission, program growth, and operational effectiveness.

The CFO will report to the Chief Executive Officer and regularly collaborate with the Board of Directors on financial health and strategy. The CFO will oversee a team of approximately nine staff across accounting, finance operations, and grants/compliance functions.

This position performs duties in support of BANANAS' mission and program operations. The duties listed below represent the essential functions of the position. Reasonable accommodations may be made to enable qualified individuals to perform these essential functions.

Job duties, responsibilities, work locations, and schedules may change based on organizational needs.

PRIMARY DUTIES AND RESPONSIBILITIES

Financial Strategy & Leadership

Advise the CEO and senior leadership on financial health and long-term sustainability. Lead multi-year financial planning and budgeting that reflect BANANAS' complex revenue streams. Present financial data and scenarios as clear, actionable options for the CEO, leadership team, and Board.

Strategic Partnership & Problem-Solving

Partner with program and development staff to identify practical solutions within financial and regulatory requirements. Apply a solutions-oriented approach to cross-departmental challenges, balancing financial stewardship with the need to advance programs efficiently.

Financial Systems & Infrastructure

Oversee the organization's NetSuite ERP implementation to ensure it serves as a reliable operational backbone across departments and sites. Collaborate with program and leadership staff to ensure financial systems support all workflows. Identify and address gaps in current systems and processes to improve usability, accuracy, and efficiency organization-wide.

Financial Operations & Accounting

Oversee daily financial operations, including accounting, reporting, cash management, and fund accounting for all revenue sources. Ensure timely, accurate financial statements to support

decision-making by the CEO, Board, and program leadership. Maintain robust internal financial processes that scale with organizational growth and complexity.

Grants, Contracts & Subsidy Administration

Manage BANANAS' grants and contracts portfolio, including budgeting, reporting, and reconciliation across all funding sources. Ensure accurate administration of childcare subsidy funds, including tracking, disbursement, and reporting in compliance with public funder requirements. Collaborate with program staff to align financial reporting with grant and contract deliverables.

Risk Management & Internal Controls

Maintain and update financial policies, procedures, and internal controls to protect organizational assets and support audit readiness. Lead the annual audit process and ensure timely resolution of findings. Proactively identify financial risks and recommend practical solutions that support organizational goals.

Team Leadership & Development

Lead, mentor, and develop a team of approximately seven staff across accounting, finance operations, and grants/compliance functions. Foster a collaborative, high-performing culture that supports professional growth and cross-departmental partnership. Build team capacity to meet the evolving needs of a growing, multi-site organization.

Secondary Duties and Responsibilities

This job description is not intended to be an exhaustive list of duties. Responsibilities may change at any time, with or without notice.

Role Scope

This position provides leadership and oversight within assigned programs or departments and is expected to exercise independent judgment and discretion consistent with their position level and classification.

Work Location Flexibility and Travel Requirements

This position may be assigned to work at different locations to support program needs, coverage requirements, and operational priorities. Employees are expected to demonstrate flexibility in work assignments and locations.

Travel between BANANAS' locations during the workday will be considered compensable hours worked for non-exempt staff, and business mileage and approved work-related expenses will be reimbursed in accordance with California Labor Code Section 2802 and BANANAS' policy.

This position is assigned to a designated, fully equipped BANANAS workspace. While partial telecommuting may be permitted as a convenience to the employee, on-site workspace and

resources remain fully available. Voluntary remote work expenses associated with a home office (such as home internet or utilities) are not deemed necessary job expenditures and are not subject to reimbursement, unless otherwise required by law or pre-approved in writing by the Human Resources Department. Employees are expected to utilize BANANAS-provided communication tools and equipment for all business tasks; use of personal devices for work purposes must be pre-authorized.

// QUALIFICATIONS AND EXPERIENCE

Required Qualifications

- 10+ years of experience in a CFO or equivalent role at an organization of at least $20M annual budget, including leading financial strategy
- Significant experience with public funding compliance and team management
- Accounting experience required; CPA preferred
- Demonstrated experience working with ERP or comparable financial systems, including a track record of optimizing system functionality to support organization-wide needs; direct experience with NetSuite preferred.
- Bachelor's degree with formal training in finance and/or accounting required.

Leadership Attributes

- **Acts as a strategic financial partner and builder.** Provides options, not just constraints, and develops financial infrastructure and processes from early stages, guiding others without overwhelming them.
- **Builds systems that work for people.** Takes ownership of financial systems and infrastructure, including NetSuite, and ensures they are genuinely usable for program and leadership staff, not just finance.
- **Remains steady and resourceful under ambiguity and pressure.** Brings structure to complexity when the path is unclear and stays discerning and even-tempered when stakes are high.
- **Is a collaborative, trusted communicator.** Translates financial information for non-financial audiences, including program staff, the CEO, and the Board, building trust through clarity.
- **Drives and models accountability.** Sets clear expectations for accuracy, follow-through, and timeliness, both personally and across the finance team, while diplomatically holding other departments to shared commitments.
- **Is an effective people leader.** Develops staff, builds a strong departmental culture, and ensures the team operates smoothly and confidently.
- **Demonstrates deep commitment to the mission.** Is motivated by BANANAS' work with children, families, and child care providers, understanding that financial leadership serves that mission.

PHYSICAL REQUIREMENTS

While performing the duties of this job, the employee is regularly required to communicate and exchange information accurately. The role frequently involves using hands to type, handle, or feel, and occasionally requires reaching with hands and arms. Requires the ability to view and read data on standard digital screens and computer monitors for extended periods.

The position is primarily sedentary, though some standing, walking, and light handling of office files or materials may be required. The employee may occasionally need to lift or move office supplies and materials up to 10 pounds.

Reasonable Accommodation

BANANAS provides reasonable accommodations to qualified individuals with disabilities and others as required by applicable law. Employees requesting an accommodation should contact the Human Resources Department to initiate the interactive process.

SALARY RANGE

$200,000 – $250,000 annually

This position is classified as Exempt under the Fair Labor Standards Act (FLSA). BANANAS complies with the California Equal Pay Act.

SCHEDULE

BANANAS has a 37.5-hour work week (7.5 hours/day) Monday through Friday. The incumbent for this position must have the flexibility to work certain weekends, as needed. Flexibility and adaptability are essential for success in this role.

Work Environment and Safety

This role operates in a professional environment using standard office tools and technology. BANANAS maintains workplace safety practices consistent with applicable Cal/OSHA requirements and public health guidance.

BANANAS reserves the right to change or update the conditions of employment requirements for vaccinations and masking mandates to comply with guidance and regulations set forth by the State and/or Federal government of the United States.

At-Will Employment Statement

Employment with BANANAS is at-will and may be terminated at any time by either party, with or without cause or notice, as permitted by law. This job description does not constitute a contract of employment or guarantee of continued employment. The at-will nature of employment can only be modified by an express written agreement signed by the CEO of BANANAS.

HOW TO APPLY

To apply for the position, please email a cover letter and your resume to

hr@bananasbunch.org.

We are not utilizing placement agencies for this search. All interested candidates should apply directly.
No phone calls, please.

BANANAS is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities and all other employment laws and regulations. We intend to maintain a work environment that is free of harassment, discrimination, or retaliation because of age (40 and older), race, ethnicity, religious creed, color, natural hairstyles, national origin, ancestry, physical disability, mental disability, medical condition (including genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, reproductive health decision-making or related medical conditions), gender, gender identity, gender expression (including transgender), sexual orientation, military or veteran status, citizenship status, or any other status protected by federal, state, or local laws.

We actively seek to recruit, hire, and retain individuals from diverse backgrounds and perspectives, and we strive to create a workplace where everyone has an equal opportunity to thrive.