

Vice President & Chief Financial Officer

The Center for Victims of Torture (CVT)

Confidential Position Specification

2026



The
CENTER for
VICTIMS of
TORTURE



Table of Contents

The Organization	3
The Opportunity	6
The Candidate	8

The Organization



The Center for Victims of Torture (CVT) is a globally recognized leader in the field of torture rehabilitation and human rights advocacy. CVT is dedicated to healing survivors of torture and ending torture and cruel, inhuman, and degrading treatment or punishment (CIDT). Founded in 1985 as the first torture survivor rehabilitation center in the United States—and the second globally—CVT has developed specialized models of care that are internationally recognized for their effectiveness in treating individuals who have experienced severe trauma. The organization provides trauma-informed mental health services and multidisciplinary rehabilitative care to survivors in the United States, Africa, and the Middle East, while also extending support to families and communities to broaden the circle of healing.

CVT plays a critical role in building global capacity for survivor care by offering training and consultation to other torture rehabilitation centers, enhancing provider skills and promoting sustainable practices. It continues to create multiple avenues of impact across human rights and shaped the sector with its provision of treatment. The organization also engages in advocacy at local, national, and international levels to oppose torture and support human rights protections. In recent years, CVT has expanded its efforts to include secondary trauma and resiliency training for legal and medical professionals, particularly those working with asylum seekers and survivors of systemic injustice, including racial violence and abuse in detention settings.

Operating in politically complex environments, CVT collaborates with human rights defenders and organizations around the world. Through its unwavering commitment to healing, advocacy, and capacity-building, CVT continues to lead the global movement toward a future where torture no longer exists, and survivors can rebuild their lives with dignity and hope.

CVT Mission

The mission of the Center for Victims of Torture is to heal the wounds of torture on individuals, their families and their communities and to end torture worldwide.

CVT Vision

The Center for Victims of Torture's vision is a world without torture.

CVT Values

- **Hope** – We believe a better future is possible.
- **Human Dignity** – We commit to respecting the humanity of all people.
- **Integrity** – We commit to holding ourselves accountable, ensuring honesty and transparency.
- **Equity** – We commit to dismantling barriers to justice and advancing opportunities for all.
- **Collaboration** – We commit to listening to, working with, and learning from survivors and each other.

The Opportunity



Position
Vice President & Chief Financial Officer



Location:
Remote (Organization is Headquartered in Minnesota)



Reporting Relationship:
President & CEO



Website:
<https://www.cvt.org/>

Purpose of the Position

The Center for Victims of Torture (CVT) seeks a collaborative, mission-driven, and forward-thinking financial and operational leader to serve as its next Vice President & Chief Financial Officer (CFO). Reporting directly to the President & CEO, the CFO will be a key member of the Executive Leadership Team and will join CVT at a pivotal moment, as the organization advances an ambitious strategic direction focused on expanding global impact, strengthening organizational resilience, and deepening its commitment to human rights.

As CVT continues its work supporting healing and recovery in complex domestic and international environments, the organization requires an astute, values-aligned financial leader who can steward resources responsibly, ensure long-term financial sustainability, and guide the evolution of CVT's systems, technology, and infrastructure. The CFO will ensure that CVT's financial, technological, and facilities functions are effectively positioned to meet the needs of a global nonprofit operating across multiple countries and varied funding landscapes.

The next CFO will serve as a trusted advisor and strategic partner to the President & CEO, the Board of Directors—including its Finance and Audit Committees—senior leaders across the organization, and program teams worldwide. This leader will play a central role in developing a sustainable financial model that supports CVT's mission, strengthens its operational foundation, and aligns financial and technological systems with organizational priorities. The CFO will ensure that CVT continues to be a responsible steward of the resources entrusted by survivors, communities, donors, grantors, and government partners, upholding the highest levels of transparency, accountability, and financial integrity.

Key Responsibilities

With the support of the Finance, Technology, and Facilities teams, the CFO oversees all aspects of financial strategy and operations, budgeting and forecasting, financial reporting, technology planning and systems oversight, compliance, audits, government and grant reporting, risk management, cash and investment strategy, and cross-organizational financial guidance. In this capacity, the CFO ensures that CVT's financial and operational infrastructure enables mission-aligned decision-making, strong internal controls, and effective global operations. This leader will play a critical role in strengthening the organization's backbone—ensuring that systems, processes, and resources are positioned to support CVT's expanding international footprint and long-term sustainability.

Responsibilities include:

Strategic Organizational Leadership

- Serve as a member of the Executive Team, contributing to strategic planning, decision-making, and organizational development.
- Promote strong financial health across the organization and ensure alignment of financial and technology systems with strategic priorities.
- Provide leadership to special projects and act as staff lead for the Finance and Audit Committees of the Board.
- Maintain open communication and information-sharing across teams and departments.
- Engage in organization-wide initiatives, meetings, and trainings as a senior leader.
- Complete administrative responsibilities and perform other duties as assigned by the President/CEO.
- Further cross-functional collaboration to strengthen execution and alignment across global operations.

Financial Strategy and Management:

- Lead the organization's financial strategy, ensuring resources are allocated to mission priorities and positioned for long-term growth.
- Provide forward-looking financial planning, scenario modeling, and analysis to inform executive and board decision-making.
- Oversee financial policies, systems, and controls that balance compliance, efficiency, and strategic flexibility.
- Partner with the President/CEO to integrate financial considerations into organizational opportunities, risks, and strategic investments.
- Manage cash flow, banking relationships, and investment strategies to maximize financial sustainability.
- Lead the annual operating and capital budget process with the Executive Team.
- Provide budget managers with timely, accurate financial reports and analysis.
- Partner with program leadership to ensure grant budgets align with organizational priorities and resources.

Technology and Facilities Oversight:

- Provide strategic direction for Technology, ensuring systems and infrastructure enhance decision-making, collaboration, and impact measurement.
- Oversee technology strategy to ensure accessibility, data security, and alignment with organizational priorities.
- Provide oversight of facilities to ensure functional and cost-effective support of operations.
- Collaborate with future technology leadership on long-term digital transformation planning.

Compliance and Risk Management:

- Oversee annual audits, tax filings, government reporting, and grant compliance, ensuring accountability and transparency.
- Ensure compliance and manage risks associated with grant management and proposals, including review and analysis of the organization's NICRA.
- Serve on the Risk Management Team, anticipating emerging risks and advising leadership on financial, operational, and reputational considerations.

- Ensure appropriate insurance coverage, review and approve contracts, and strengthen enterprise risk management practices.
- Partner with Technology leadership to safeguard data, enhance digital security, and maintain business continuity planning.
- Oversee internal control frameworks and compliance standards (e.g., GAAP, Uniform Guidance) in partnership with the Treasurer.

Leadership of People and Teams:

- Build and lead high-performing Finance, Technology, and Facilities teams that function as strategic business partners across the organization.
- Recruit, coach, and develop staff to provide strong financial and technological expertise, strategic insight, and collaborative problem-solving.
- Foster a culture of accountability, innovation, and continuous improvement within and across teams.
- Develop and maintain effective relationships with program stakeholders.
- Ensure alignment of team goals with organizational priorities and promote cross-training and collaboration.
- Further institutional commitment to equity, diversity, and inclusion within team leadership and professional development.

Direct Reports

The Vice President & CFO directly oversees the following:

- Controller
- Director of Technology
- Senior Financial Analyst

The Candidate

As CVT strengthens its operational capacity and prepares for future growth, the organization seeks a dynamic and ethical leader who brings strategic financial expertise, the ability to influence across diverse global stakeholders, and a deep commitment to humanitarian values. The ideal candidate will be an accomplished financial and administrative executive with demonstrated experience in financial strategy, organizational planning, team leadership, and collaboration in complex mission-driven environments.

Success in this role will be measured through effective financial stewardship, forward-looking operational leadership, strong organizational partnerships, and the ability to translate complex financial information into clear insights that support sound decision-making. The CFO must be a skilled communicator, an adaptive leader, and a champion of CVT's commitment to human rights, accountability, and meaningful impact for survivors worldwide.

Experience and Professional Qualifications

Required education, experience, certificates, licenses or registrations

- Bachelor's degree in accounting, finance, or related field
- 10+ years of progressively responsible financial management experience, and prior Chief Financial Officer experience preferred.
- 5+ years of experience successfully managing teams
- Demonstrated success in developing and implementing financial strategy, policies and controls
- Demonstrated experience collaborating with a board of directors and board committees
- Experience with financial systems management

Preferred education, experience, certificates, licenses or registrations

- Master's degree in accounting, finance or business administration
- CPA or CMA
- Nonprofit /NGO sector experience
- Experience managing information technology teams
- Familiar working with international rules and regulatory environments
- Experience working in an entrepreneurial environment

Competencies (knowledge, skills and abilities)

- Proven ability to align financial and operational strategies with mission priorities
- Strong analytical skills and expertise in scenario modeling, forecasting, and strategic planning
- Visionary leadership and ability to guide organizations through growth and transformation
- Ability to influence and collaborate effectively with diverse stakeholders, including in multi-country environments
- Skilled communicator who translates complex financial concepts into accessible insights for decision-making
- Adaptive, diplomatic leadership style with strong change management abilities
- Business acumen that balances financial discipline with entrepreneurial opportunity
- Integrity, resilience, and commitment to human rights and humanitarian values
- Proficiency in GAAP and Microsoft Office Suite (Outlook, Word, Excel)
- Working knowledge of Microsoft Office suite (Outlook, Word and Excel)
- Interest in and commitment to human rights

Compensation & Benefits

- CVT offers a competitive, mission-aligned compensation package including salary, health benefits, retirement plan, paid time off, professional development, and other benefits. The anticipated salary range for this role is \$180,000 - \$200,000.

Equal Employment Opportunity Statement

- CVT is committed to hiring and fostering a diverse and inclusive workforce that leverages the skills and talents of all employees in our organization, regardless of race, color, creed, religion, national origin, sex (including pregnancy or pregnancy-related conditions), gender identity, sexual orientation, disability, age, marital status, veteran status, familial status, genetic information, or any other protected status. We encourage candidates with diverse backgrounds such as these to apply for this position.

Application & Nominations

- Applications should include a resume/CV to CVTChiefFinancialOfficer@KornFerry.com. Nominations and confidential inquiries are welcome.





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