

We invest in people through the built environment.

The Well Community Development Corporation (The Well CDC) is Akron's first place-based community development organization serving the Middlebury neighborhood. We take a holistic approach to addressing systemic issues that improve the quality of life within the Middlebury neighborhood by fostering choice in housing, job creation, and community pride.

Since 2016, The Well CDC has acquired and developed 118 residential units and more than 100,000 square feet of commercial space to provide affordable housing, support local businesses, and create safe, vibrant community spaces. Our work includes real estate construction and development, managing social enterprises (647 Coffee and Akron Food Works), supporting entrepreneurs, workforce development, elementary school partnerships, and increasing homeownership opportunities.

The Well CDC has experienced tremendous growth in our first 10 years, and plans to continue that trend. Our Board approved a 10-year strategic plan to expand impact and align programs with evolving community needs including several large real estate projects that will drive growth and sustainability. Currently, The Well CDC has assets of \$18.5 million and an annual operating budget exceeding \$3 million

Finance Director

Reports to: Executive Director
Status: Full-Time

FLSA: Exempt
Date: April 13, 2026

Primary Objective: The Finance Director is the organization's senior financial leader, responsible for developing and executing financial strategies that support The Well CDC's mission and long-term sustainability. This role partners closely with the Executive Director and leadership team to guide strategic decision-making, oversee financial operations, treasury management functions, and ensure strong stewardship of organizational resources across real estate development, social enterprises, and community programs.

RESPONSIBILITIES

I. Financial Management

- a. In close partnership with Executive Director, develop and execute sound financial strategy for The Well CDC.
- b. Serve as a strategic advisor on financial implications of program expansion, real estate development, and organizational growth.
- c. Assess financial performance and risk, including cash flow, debt structure, and interest rate exposure.
- d. Oversee accounting operations to ensure accurate reporting, grant compliance, debt covenant adherence, and timely financial close.
- e. Lead budgeting, forecasting, audit, Form 990, and statutory filings.
- f. Develop and analyze financial models, pro formas, and business plans for real estate developments, social enterprises, and new initiatives.
- g. Ensure financial systems and policies, internal controls, benchmarks, and project- and grant-level tracking that supports accuracy, transparency, and efficiency.
- h. Communicate financial information clearly and effectively to the Executive Director, Board, Finance Committee, funders, and other stakeholders.

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- i. Manage health and welfare benefits to ensure comprehensive, competitive, and cost-effective plan designs.

II. Grants, Funding, and Compliance

- a. Oversee financial management of grants, contracts, and restricted funding to ensure compliance with funder and regulatory requirements.
- b. Support funding applications by providing budgets, financial narratives, and projections.
- c. Actively participate in developing and executing annual fundraising strategy, goals, and initiatives.

III. Organizational Leadership

- a. Work collaboratively with The Well CDC leadership team to advance the organization's strategic vision and goals.
- b. Work closely with the Executive Director and leadership team to support growth across core initiative areas: Restoring Housing, Creating Economy, and Supporting Place.
- c. Promote a culture of financial stewardship across the organization.
- d. Maintain strong relationships with banks, funders, auditors, and other financial partners.
- e. Serve as an enthusiastic ambassador for the mission and vision of The Well CDC by engaging with civic and community leaders.

IV. Team Leadership

- a. Lead, mentor, and develop finance staff, fostering a culture of integrity, accountability, and continuous improvement.
- b. Oversee work and deliverables of financial consultants, contractors, and vendors.

EDUCATION AND EXPERIENCE

- a. Minimum of 5 years of progressively responsible finance management experience.
- b. Bachelor's degree in finance, accounting, business, or an equivalent combination of relevant education, training and senior-level financial management experience.
- c. Experience working with Boards, finance committees, and senior leadership.
- d. Demonstrated experience with real estate development finance, including project budgeting, pro formas, and lender/investor requirements strongly preferred.
- e. Understanding of nonprofit accounting principles and financial reporting required; practical nonprofit finance and accounting experience preferred.

SKILLS, COMPETENCIES AND QUALIFICATIONS

- Ability to translate complex financial information into clear, actionable insights for diverse audiences.
- Commitment to community-centered work and collaborative support of program leaders.
- Entrepreneurial mindset with a willingness to innovate, adapt, and grow.
- Strong analytical, organizational, and problem-solving skills.
- High level of integrity, impeccable judgment, and outstanding attention to detail.
- Ability to manage multiple priorities in a growing organization.

Send resume and cover letter to Executive Director, Zac Kohl, zac@thewellakron.com

The Well CDC is proud to be an equal opportunity employer, and strongly encourages candidates from diverse backgrounds and lived experiences to apply.