



RIVER PARTNERS

Financial Analyst

Title: Financial Analyst

FLSA Status: Full-Time Exempt

Reports to: Chief Financial Officer

Location: Northern California, Remote

Pay Scale: Annual \$94,000.00 to \$115,000.00

Who We Are

A tenacious nonprofit founded in 1998; River Partners brings life back to California rivers. We advance an innovative model of conservation that harnesses the power of restored riverways to create a thriving future for the states' environment and communities. We revive and reconnect entire river landscapes, critical wildlife corridors, and vast ecological regions across California. We achieve this bold pace and scale of restoration by blending modern farming practices, cutting-edge science, and diverse alliances. Each year, we plant hundreds of thousands of native trees and vegetation across thousands of acres along California's most imperiled rivers.

Why We Do It

Healthy rivers are essential for a vibrant California. They provide fresh water for growing our food, economy, communities, and wildlife found nowhere else. Rivers support more species and in greater numbers than any other ecosystem in California – making our state a worldwide biodiversity hotspot. Yet just 5% of our native riverside habitat remains. What's left needs reviving. The actions we take during this decade will decide California's future. With their exponential benefits for wildlife, natural resources, and communities, healthy rivers are critical for a flourishing Golden State for generations to come.

Why Our Work Matters

Our work supports a range of wins for wildlife, flood safety, climate resiliency, water conservation, healthy communities, and local economies statewide. This includes supporting the recovery of dozens of imperiled species, boosting flood safety for communities in flood-prone regions, and growing California's climate resilience by planting more than 2.5 million trees that capture 1 million tons of greenhouse gases each year. We've led hundreds of major projects in more than 20 watersheds across nearly 17,000 acres throughout California. River Partners has restored more habitat along impaired California rivers than anyone else in the West.

Position Description:

The Financial Analyst is responsible for meeting Leadership team needs in analyzing financial and operational data, developing budgets and forecasts, comparing plan to actual results in-project and organizational performance, and identifying and presenting self-derived financial insights to leadership and program teams.

This position partners closely with Finance, Operations, project managers, and organizational leadership to ensure accurate financial reporting, monitoring effective resource utilization, and responsible financial stewardship. This person will be comfortable working with complex data, enjoys identifying trends and solving problems, and can translate financial information into clear and actionable recommendations.

Key Responsibilities:

- Support the CFO in developing and delivering long-term financial planning and organizational sustainability initiatives.
- Respond accurately and rapidly to Leadership requests for development of annual operating budgets, organizational and regional roll-up project budget analysis, and financial forecasts by “line of business”, i.e. revenue and operating segments of River Partners.
- At the request of Leadership, prepare financial models and scenario analyses to support organizational planning and strategic decision-making.
- Work with Project Coordinators to monitor actual financial performance against budgets, forecasts and project plans and roll-up project plans by line of business, identifying and presenting significant variances.
- Assist the CFO to develop projections for revenue, expenses, cash flow, staffing, and other key financial metrics.
- Analyze historical financial data to identify trends, risks, and opportunities.

Project & Grant Financial Analysis

- Analyze project profitability, cost recovery, indirect costs, and other financial performance metrics at the organizational level.
- As requested by Leadership Team, support financial analysis associated with new business development.
- Support Advancement Program’s philanthropic needs for financial information past and future
- Support workforce utilization and compensation planning by providing financial modeling and personnel cost analysis.

Reporting & Data Analysis

- At Leadership request, prepare and maintain self-refreshing financial reports, dashboards, and management reports from data derived from our Vantage Point ERP.
- Develop clear financial summaries that communicate complex information to both financial and non-financial audiences.
- Assist the CFO to develop and monitor key performance indicators and financial metrics.

Financial Controls & Process Improvement

- Assist the CFO and Finance Director with maintaining strong financial controls and accurate financial reporting.
- Identify, present and deploy opportunities to streamline financial reporting, budgeting, and forecasting processes.
- Support the development and documentation of financial procedures and best practices.
- Assist the Finance Director with year-end financial activities, audits, and other projects as needed.
- Ensure financial information is handled accurately, timely, confidentially, and in accordance with organizational policies.

**Required Skills and Qualifications:**

- Bachelor's degree in Finance, Accounting, Economics, Business Administration, or a related field.
- Minimum of 5 years of progressively responsible experience in financial analysis, accounting, budgeting, or a related financial role.
- Strong knowledge of accounting, financial reporting, budgeting, forecasting and variance analysis.
- Advanced proficiency with Microsoft Excel and PowerPoint, including formulas, pivot tables, data analysis, financial modeling and presentations.
- Ability to learn and master complex software systems and tools including DelTek Vantage Point ERP system, Power BI and AI tools effectively, using them to generate self-refreshing reports, KPIs and dashboards.
- Demonstrated ability to analyze large or complex datasets/semantic models and communicate meaningful conclusions.
- Strong attention to detail and commitment to accuracy.
- Excellent organizational, analytical, and problem-solving skills.
- Ability to manage multiple priorities and meet deadlines in a dynamic work environment.
- Strong written and verbal communication skills and ability to support interactions with stakeholders inside and outside the organization
- Ability to explain financial concepts clearly to individuals without a financial background.

Compensation & Benefits

Exempt position. Pay Range Annually \$94,000.00 to \$115,000.00

River Partners offers a generous benefits package including ample holidays and paid time off, an alternative work week schedule, flexible location and hours, health insurance, and up to 4% 401(k) match on your contribution.

To Apply

Please submit a cover letter, resume, and contact information for three references to the link below

[Careers at River Partners](#)

For any questions regarding your application, please contact Human Resources at jobs@riverpartners.org.

Review of applications will begin immediately and continue until this position is filled.

River Partners is an Equal Opportunity Employer.

River Partners is an Equal Opportunity/Affirmative Action (EEO/AA) Employer. All qualified applicants will receive consideration without regard to race, color, national origin, sex, sexual orientation, genetic information, gender identity, religion, age, status as a protected veteran, status as an individual with disability, or any other protected group status or non-job-related characteristic as directed by law.

