



tucson ida
INDUSTRIAL DEVELOPMENT AUTHORITY

GS GROUNDSWELL
CAPITAL

Job Description: Director of Finance

The Tucson Industrial Development Authority (Tucson IDA) and Groundswell Capital

The Tucson Industrial Development Authority (Tucson IDA) is a mission-driven economic development finance agency committed to fostering economic growth, affordable housing, and community development. In partnership with our support organization, Groundswell Capital—the state’s first greenbank—we have deployed millions in bond funding, downpayment assistance, and loan capital to support our communities economic prosperity. We play a pivotal role in financing projects that create opportunities for underserved populations, support economic development, and lead on regional climate resilience. We are now seeking a dynamic, strategic finance leader to serve as a trusted partner to our Board and CEO, driving financial excellence and innovation across the organization.

As our first Finance Director, this role is critical to advancing the mission, vision, and strategic goals of the organization by increasing financial compliance, ensuring strong financial management, and modeling economic development products that are profitable and sustainable.

A successful Finance Director for this position is an energetic, multi-skilled professional with proven business acumen, powerful analytical skills, vigilance to details and execution, and exceptional self-management skills. A desire to learn and absorb complex topics is a must as our organization engages with a wide variety of financial tools including:

- Bond finance
- Small business microloan finance
- Commercial and clean energy loan finance
- Real estate finance
- Federal grant management

The ideal candidate has firsthand experience with the unique challenges and opportunities of nonprofit and government finance, expertise in revenue generation and cash flow analysis, and a track record of streamlining financial and compliance operations. Experience with lending or clean energy finance is preferred, along with core strengths in one or more of the following areas: economic development, investment management, risk tolerance management, accounting, and/or grant compliance management.

Key Responsibilities

- **Financial Operations:** Oversee the day-to-day financial operations of Tucson IDA and Groundswell Capital, ensuring adherence to accounting standards and internal controls.



Financial operations are conducted in partnership with administrative and book-keeping team members, but are ultimately accountable to the Director of Finance.

- **Strategic Financial Leadership:** Collaborate with senior leadership to identify and capitalize on new revenue opportunities, improve operational efficiencies, and guide the organization's 5-year roadmap.
- **Budgeting & Forecasting:** Develop and manage annual budgets, cash flow projections, and long-term financial plans; conduct scenario analyses to support strategic decision-making.
- **Team & Stakeholder Management:** Lead, mentor, and inspire finance staff while fostering strong relationships with Board members, community partners, donors, and external stakeholders.
- **Compliance & Audit:** Prepare for and manage annual audits and regulatory reviews, maintaining robust financial reporting practices and compliance with applicable laws and standards.

Required Skills and Experience

- **Extensive Financial Leadership:**
 - Minimum 5 years of progressive experience in financial management—preferably in nonprofit, governmental, or economic development settings—with a demonstrable record of enhancing operational efficiency and driving revenue growth.
- **Strategic & Analytical Expertise:**
 - Proven ability to develop and execute comprehensive financial strategies, including budgeting, forecasting, and scenario planning.
 - Advanced skills in financial modeling, performance analysis, and risk management.
- **Project Management Excellence:**
 - At least 10 years of experience managing complex projects and multi-priority initiatives, with a strong track record of delivering results on time and within scope.
- **Team Leadership & Relationship Building:**
 - Demonstrated experience in leading diverse, high-performing teams with a focus on collaboration, accountability, and continuous improvement.
 - Exceptional interpersonal and communication skills to effectively engage internal teams, Board members, donors, and community stakeholders.
- **Technical & Compliance Proficiency:**
 - Deep knowledge of accounting principles, regulatory compliance, and financial reporting standards.
 - Proficiency with modern accounting systems (e.g., QuickBooks Online) and familiarity with federal grant management and audit processes.



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- **Mission-Driven & Innovative Mindset:**
 - A strong commitment to ethical financial management, transparency, and innovation.
 - A proactive approach to continuous learning and adaptation in a rapidly evolving financial landscape.

Preferred Skills and Experience

- Experience in grant-funded programming and managing compliance in complex regulatory environments.
- Familiarity with diverse financial instruments (e.g., bond finance, commercial/clean energy loan finance, real estate finance) and innovative capital deployment strategies.
- Advanced certifications (e.g., CPA, CFA) or advanced degrees in finance, economics, or related fields.
- A demonstrated passion for community development and sustainable economic practices.

Benefits Package

- Comprehensive health, dental, and vision insurance
- Competitive retirement plan
- Generous paid time off and parental leave
- Professional development opportunities

How to Apply

Interested candidates should send their resume and a cover letter to admin@tucsonida.org. Applications will be reviewed on a rolling basis.