



Service. Healing. Transformation.

CHIEF FINANCE AND OPERATIONS OFFICER

ABOUT ONE WORLD SURGERY

One World Surgery is dedicated to transforming the lives of thousands of underserved patients by providing high quality surgical and primary care services and inspiring hundreds of physicians, nurses, and other volunteers to make a positive impact in global health.

The roots of One World Surgery date back to 2003 when Dr. Peter Daly, an orthopedic surgeon, and his wife, Lulu Daly, volunteered with their family at the campus of Nuestros Pequeños Hermanos (NPH) in Honduras. Dr. Daly was asked to help Angela, a child with severe leg deformities. After determining that she did not have access to appropriate surgical facilities in Honduras to address her needs, he ultimately brought Angela back to the U.S. This experience ignited a desire to serve others like Angela, leading the Dalys on a journey to build, equip, and staff a permanent surgical facility on NPH's Honduras property. In 2008, the world-class Holy Family Surgery Center (HFSC) opened.

In 2016, the Dalys were introduced to the CEO of Surgical Care Affiliates (SCA), who offered to support their effort. By 2017, the continued growth of this endeavor led HFSC and SCA's nonprofit arm, SCA Medical Missions, to combine as a unified nonprofit, One World Surgery (OWS). In addition to continuing to fund and operate HFSC, OWS is currently constructing a second site in the Dominican Republic. OWS plans to host nearly 50 medical missions and over 1,000 volunteers in Honduras and the Dominican Republic in 2022. As OWS continues to grow and expand its programs, it is currently in the process of building the administrative infrastructure to function independently of SCA and NPH, while continuing to work collaboratively with both organizations.

One World Surgery has a strong mission-oriented and values-based culture with passionate and highly engaged teammates across the Dominican Republic, Honduras, and the United States. They embody the spirit of service and seek to learn and continuously improve to expand their impact on patients, volunteers, and communities. OWS fosters supportive working environments where teammates can utilize their skills and grow professionally. They regularly connect as a global team to celebrate personal and organizational milestones.

Key Facts

- 85 total staff
- \$5.6M budget
- 3 US-based finance & operations staff
- 6-member [Board of Directors](#)
- [2020 Impact Report](#)

Mission and Vision

MISSION

One World Surgery ignites the spirit of service and transforms lives by providing access to high-quality surgical care globally.

VISION

Our vision is a world with safe, timely, and accessible surgical care.

Visit



CORE VALUES

One World Surgery is guided by core values that permeate its work at all levels, including:

- A **Spirit of Service** that empowers volunteers and staff from clinical and non-clinical backgrounds to answer the call, transform lives, and provide patients with the opportunity to take back their lives and give back to their communities.
- **Compassion** toward all people from every walk of life.
- **Excellence** to constantly improve and search out new ideas and strategies to transform more lives.
- A **Community** of people and organizations committed to helping solve global health issues – physicians, clinical staff, volunteers, donors, foundations, corporations, small businesses, educational institutions, nonprofits, and government agencies.
- **Education** to ensure a lasting impact by empowering medical professionals with the skills they need to serve those in need, to raise awareness about the realities that people in developing countries face, and to grow in knowledge together to improve care.
- **Responsibility** to the mission, donors, and patients served by One World Surgery.

Learn more about OWS at www.oneworldsurgery.org.

THE POSITION

The Chief Finance and Operations Officer (CFOO) is a newly created position for One World Surgery. Reporting directly to the Chief Executive Officer and leading an expanding team of currently three U.S.-based staff, the CFOO will establish independent financial and operational processes for the organization. The CFOO will be primarily responsible for leading financial functions, but should bring operations experience (IT, HR, legal, risk management) to serve as a strategic thought partner in those areas. This person will be tasked with creating and implementing infrastructure that supports the long-term growth and sustainability of the organization.

The ideal CFOO will bring prior experience in nonprofit finance, the ability to establish metrics and systems, experience with complex financial analyses, and an entrepreneurial spirit to serve as a collaborative leader within a rapidly growing international organization. Prior experience with investment and endowment strategies will be ideal. A high level of cultural humility is essential; prior experience with an international organization and/or the ability to speak Spanish would be valuable.



MAJOR OBJECTIVES

Within the first 12 to 18 months, the Chief Finance and Operations Officer will achieve the following major objectives:

- Earn the trust and confidence of the CEO, senior leadership team, and Board of Directors, and establish a presence as a dependable leader for the organization.
- Establish a solid infrastructure and systems for internal operations, audits, policies, and procedures to support the long-term financial and operational growth of OWS, independent of its relationships with SCA and NPH.
- Develop a proactive investment strategy for the organization in partnership with the Board, senior leadership, and other financial advisors.

RESPONSIBILITIES

The Chief Finance and Operations Officer will have the following primary responsibilities:

LEADERSHIP

- Lead, manage, and develop a team of three (two direct) based in the United States with indirect responsibility for operations and finance staff across the US, Honduras, and Dominican Republic.
- Function as the senior staff leader for Finance and Operations at OWS; partner with the CEO in establishing a sustainable and strategic growth trajectory for the organization.
- Serve as a collaborative member of the senior leadership team and work closely with the Board of Directors; set clear expectations for financial operations and reporting.
- Guide ongoing change management process at OWS by identifying and implementing best practices for nonprofit finance and operations and advocating for the necessary resources and staffing to support a growing, independent organization.
- Develop productive relationships with both US and global teams to encourage an innovative and customer-centric approach within the finance and operations teams, while fostering staff accountability for implementing best practices.

FINANCE (80 – 90%)

- Lead all financial management from a strategic and tactical standpoint; work closely with the Board and report regularly on the financial health and outlook for OWS.
- Establish the infrastructure for standalone financial operations, including the development and implementation of accounting systems, policies, procedures, and KPIs to support ongoing organizational growth.
- Drive the development of annual and long-term budgets and forecasts that consider significant in-kind contributions, identify trends, and project future revenue and expenses.
- Oversee budget execution of unrestricted and restricted funding in compliance with nonprofit best practices and grant requirements; manage cash flow, income statements, and balance sheets



- Manage risk and ensure compliance with nonprofit and donor requirements; periodically review policies, procedures, and systems to maintain compliance with global audit processes.
- Guide the preparation of materials for the annual audit process and ensure all requirements are met in partnership with the OWS team and external auditor.
- Conduct complex financial analysis that supports prioritization, enhanced programmatic and operational performance, improved budget cost allocations and expense controls to meet GAAP, global nonprofit best practices, and strategic priorities.
- Lead investment strategy by partnering with the CEO and Board on how best to manage surplus funds and the potential creation of an endowment or foundation.

OPERATIONS (10 – 20%)

- Drive results within the long-term plan in partnership with the operations team.
- Serve as a strategic thought partner for U.S. and internationally based operations staff, reviewing, strategizing, and supporting the development and prioritization of initiatives.
- Provide decision-making oversight for operations initiatives and ensure appropriate resources (staffing, other budget investments) to support activities.
- Help establish processes for a standalone IT infrastructure across all sites.
- Offer oversight for existing human resources operations, including payroll and benefits administration, as well as guidance for key improvement initiatives.
- Foster a culture of risk management within OWS and support those activities across the organization.
- Continue developing OWS's legal support network and provide guidance regarding when outside legal advice is required.

QUALIFICATIONS

The ideal candidate will bring most of the following qualifications and skill sets:

- Passion for the mission and work of One World Surgery
- A minimum of ten years of leadership-level finance and/or operations experience in a nonprofit organization.
- A servant leader approach that empowers staff; a willingness to step in when needed to support a team.
- Proficient with nonprofit financial operations, including but not limited to income statements, balance sheets, cash flow, forecasting, and financial analysis; experience with diverse funding streams including endowments, fee-for-service, and contributed revenue including individual, foundation, and in-kind donations.
- Advanced understanding of nonprofit operations, including human resources, IT, benefits administration, legal and risk management.



- Comfort serving as part of senior leadership team and working closely with a corporate Board; the ability to set clear expectations for both staff and Board.
- Exceptional communication skills, able to think critically, socialize decisions, and communicate high-level, complex financial information to the Board.
- Skilled at serving in both a strategic and hands-on capacity in leading financial operations, able to successfully pivot between big picture and detailed thinking.
- A visionary, strategic, and critical thinker who is highly comfortable with ambiguity; a proactive, flexible, and growth-oriented problem solver.
- A commitment to embracing diversity, working with a multicultural workforce, and cultural humility is required; prior experience in a nonprofit with both domestic and international operations is beneficial.
- Bilingual in English and Spanish is ideal but not required.
- Able to travel internationally (Honduras and the Dominican Republic) and domestically, approximately four weeks per year.
- A bachelor's degree in finance, accounting, business, or a related field is required; a master's degree in a related area preferred.
- The location for this position is flexible with a preference for Denver, CO, or Chicago area, IL.

COMPENSATION AND BENEFITS

The salary range for this position is \$125,000 to \$145,000. Benefits include group medical, dental, and vision plans; 401k with employer match; life and AD&D insurance; Employee Assistance Program; eight paid holidays; and paid time off.

One World Surgery requires all employees to be fully vaccinated against COVID-19 or have a valid religious or medical reason not to be vaccinated.

APPLICATION

One World Surgery has retained Campbell & Company to conduct this search. The team for this project includes Colleen Rogers, Senior Consultant, and Angèle Bubna, Associate Consultant. To be considered for this opportunity, please send a letter of interest and resume to:

ANGÈLE BUBNA

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