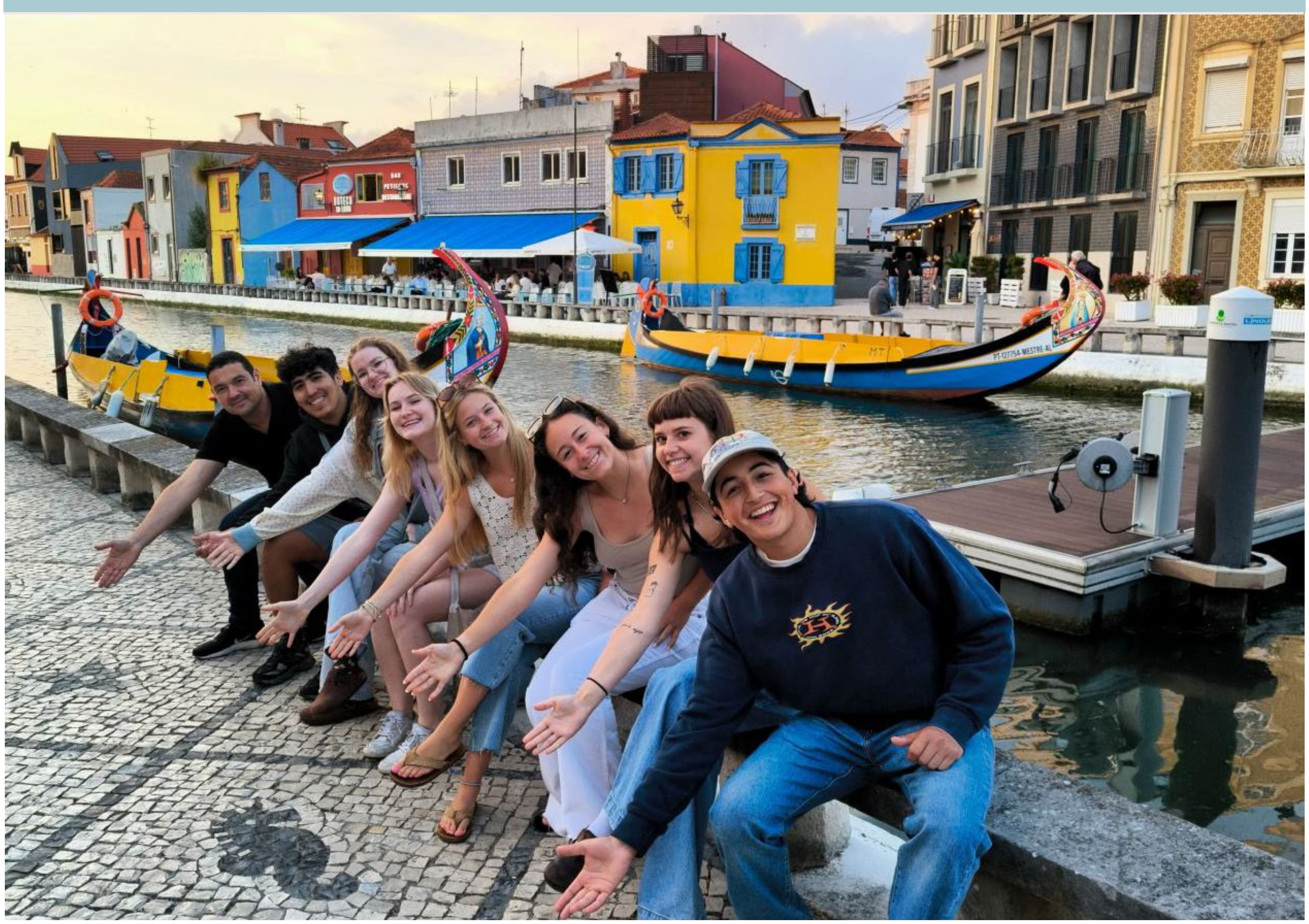
Vice President of Finance and Chief Financial Officer

Leadership Profile

Fall 2026



WittKieffer

Executive Summary

IES Abroad, a recognized leader in international education, seeks a collaborative, mission-driven, and globally minded leader to serve as its next Vice President of Finance and Chief Financial Officer (CFO). This is an exceptional opportunity for a transformative finance executive to build upon a strong financial foundation and recent technology investments while serving as a catalyst for innovation, operational excellence, and organizational effectiveness in support of the organization's mission and long-term strategic goals.

Since 1950, IES Abroad has delivered transformative study abroad experiences for students around the world and serves as one of the primary programming brands under IES Global, serving approximately 11,500 students annually through a global network of academic and operational centers. With approximately $190 million in annual activity, significant multi-currency exposure, and financial operations spanning numerous countries, regulatory environments, and business models, IES Global combines the purpose-driven culture of a nonprofit organization with the operational complexity of a global services enterprise. The organization is guided by a longstanding commitment to global education, intercultural understanding, diversity, inclusion, and student success.

Reporting directly to the President and CEO and serving as a key member of the executive leadership team, the CFO will provide leadership for all aspects of the organization's financial strategy, operations, planning, investments, risk management, and business performance. As a trusted advisor to the President and CEO, executive leadership team, and Board of Directors, the CFO will help guide strategic decision-making while ensuring strong financial stewardship and long-term sustainability. The role includes significant engagement with the Board's Finance, Audit, and Investment Committees.

The next CFO will have the opportunity to lead the continued modernization of the finance function, strengthen a culture of innovation and continuous improvement, and elevate finance's role as a strategic partner across the enterprise. Key priorities include advancing data and analytics capabilities, improving forecasting and decision support, leveraging technology and automation, optimizing business processes, and maximizing the value of recent investments in Workday, Adaptive Planning, and Salesforce. The CFO will also oversee a sophisticated global financial operation that includes foreign currency management, international banking relationships, global compliance requirements, and a highly decentralized international operating environment.

The successful candidate will be a strategic, collaborative, and forward-thinking leader with experience operating in complex, multi-entity and globally distributed organizations. The next CFO will bring deep financial and accounting expertise, experience with international operations and multi-currency environments, strong business and systems acumen, and a demonstrated ability to lead organizational change through influence and partnership. Equally important, the successful candidate will embrace IES Abroad's mission and values and demonstrate a genuine commitment to expanding educational opportunity, fostering intercultural understanding, and supporting student success around the world.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Role of the Vice President of Finance and Chief Financial Officer

The Vice President for Finance and Chief Financial Officer (CFO) is the senior executive responsible for financial stewardship, investment oversight, financial risk management, and long-term financial sustainability of IES Global. The CFO ensures that the organization's financial structure, controls, and capital deployment enable strong academic programs, operational excellence, and global resilience. The CFO also brings important financial insights to strategic decision-making, both at the executive team and board level.

This role is intentionally designed to separate execution, oversight, and decision-making, reduce key-person risk, and support organizational continuity.

While reporting directly to the CEO, the CFO will also work closely with and respond to requests from the Board of Directors to support its fiduciary oversight.

Direct Reports:

- AVP for Financial Planning
- Controller
- Accounting Team

Responsibilities:

Financial Strategy & Stewardship

- Set and oversee IES Global's overall financial strategy, including:
  - Long-term financial sustainability
  - Capital planning and liquidity management
  - Balance-sheet strength and reserves
- Ensure alignment between financial strategy and academic and operational priorities.
- Support global financial operations, including efforts by the Executive Leadership Team to streamline financial processes and improve efficiency and financial performance.
- Provide insight and guidance on the financial impact of key business drivers to inform program pricing and other key strategic decisions.
- Serve as senior financial advisor to the President and Executive Team.

Board Support & Committee Leadership

- Serve as primary staff lead to the Board's Finance and Investment Committees; jointly serve with the Controller as staff liaison on the Board Audit Committee.
- Prepare and present decision-ready materials, including:
  - Performance and benchmark analysis
  - Risk, volatility, and downside exposure
  - Liquidity and stress-testing scenarios
  - Asset allocation and rebalancing recommendations

- Support the Board in fulfilling its fiduciary responsibilities through clear analysis and disciplined governance processes.

Investment Strategy, Oversight & Fiduciary Stewardship

- Serve as the executive owner of IES Global's investment governance framework, including endowment, reserves, and long-term capital pools.
- Lead development, implementation, and refinement of:
  - Investment objectives
  - Asset allocation strategy
  - Risk tolerance and liquidity parameters
  - Spending and draw policies
- Translate institutional operating needs (liquidity, enrollment cycles, FX exposure, capital timing) into clear investment constraints and priorities.
- Ensure investment strategy protects institutional flexibility during periods of market volatility, enrollment disruption, or geopolitical risk.

Advisor, Manager & Custodian Oversight

- Lead the selection, evaluation, and ongoing oversight of:
  - Investment advisors and/or OCIO providers
  - Custodians
  - External investment managers, as applicable
- Evaluate performance relative to:
  - Policy benchmarks
  - Risk-adjusted return expectations
  - Cost efficiency
  - Governance quality and service delivery
- Recommend changes to investment structure, advisors, or strategy when warranted.

Enterprise Financial Risk Management

- Own financial risk management across the institution, including:
  - Liquidity risk
  - Investment and market risk
  - Foreign currency and economic exposure
  - Regulatory and compliance risk
- Establish risk tolerance frameworks and escalation thresholds.

- Serve as the final escalation point for material financial or compliance issues.

Accounting, Controls & Audit Oversight

- Provide executive oversight of:
  - Financial reporting integrity
  - Internal control environment
  - External audit process
- Approve accounting policies, significant judgments, and major estimates.
- Ensure compliance with GAAP, nonprofit standards, and regulatory requirements.
- Design and maintain simple, standardized accounting guidance and support models for Centers and non-accountant staff performing bookkeeping functions.
- Document key accounting processes, close calendars, and institutional knowledge to support continuity through leadership transitions.

Financial Planning, Treasury & FX Oversight

- Oversee budgeting, forecasting, and financial performance monitoring.
- Approve foreign currency risk management strategy with emphasis on:
  - Matching U.S. dollar revenues with expected overseas expenses
  - Protecting program margins and pricing integrity
- Ensure adherence to Board-approved foreign exchange and risk management policies.
- Coordinate with FP&A and Operations to align financial planning with institutional realities.

Governance, Committees & External Relationships

- Serve as primary financial liaison to Board Finance, Investment, and Audit Committees.
- Manage relationships with:
  - Banks and financial institutions
  - Investment advisors and custodians
  - External auditors
  - Regulators and external stakeholders as required

Financial Organization Leadership & Continuity

- Design and maintain a scalable finance organization with:
  - Clear accountability

  - Strong separation of duties
  - Documented processes and decision frameworks

- Empower functional leaders while retaining final decision authority.
- Ensure financial leadership, investment oversight, and governance processes are institutional, not personality-dependent.
- Ensure that accounting and financial operations not only meet appropriate compliance standards but also align with business needs.
- Drive teams to leverage technology tools to achieve efficiencies in financial and accounting operations.

Authority & Decision Rights

- Final decision authority over:
  - Financial and investment policy
  - Asset allocation and investment structure (subject to Board approval)
  - Risk acceptance and mitigation strategies
  - Liquidity and capital planning
  - Foreign currency hedging actions
- Authority to escalate matters to the President and Board.
- Accountability for the overall financial and investment integrity of the institution.

Opportunities and Expectations for Leadership

The Vice President and Chief Financial Officer will join IES Abroad at a time of organizational strength and opportunity. Building on a solid financial foundation, strong governance, and recent investments in enterprise systems, the CFO will play a critical role in shaping the finance organization's future capabilities by advancing the following key priorities, among others:

Serve as a Strategic Enterprise Partner

The CFO will serve as a trusted advisor to the President and CEO, executive leadership team, and Board of Directors on matters related to financial strategy, organizational performance, investments, risk management, business operations, and long-term planning. This leader will be an active contributor to enterprise-wide decision-making, providing thoughtful analysis and strategic counsel while helping balance mission priorities with sound financial stewardship. The CFO will also partner closely with the Board's Finance, Audit, and Investment Committees and play a key role in supporting effective governance and investment oversight.

Modernize the Finance Function and Culture

Lead the continued evolution of the finance organization from a primarily transactional and accounting-focused operation to a highly strategic, service-oriented partner across the enterprise. The CFO will build upon the department's strong technical foundation while fostering a culture of innovation, continuous improvement, operational excellence, and customer service. This leader will identify opportunities to streamline processes, challenge longstanding assumptions, and ensure finance is positioned to meet the organization's future needs.

Lead Change Through Influence and Partnership

Guide organizational and cultural change within a highly committed, long-tenured workforce that possesses deep institutional knowledge and expertise. The CFO will build trust and credibility across the organization while introducing new approaches, encouraging innovation, and driving modernization efforts. Success will require a collaborative leadership style that balances empathy, transparency, accountability, and an ability to win hearts and minds during periods of change.

Build a More Data-Driven Finance Organization

Champion the continued development of data analytics, reporting, and decision-support capabilities across the organization. The CFO will help shift finance staff from manual transaction processing and data compilation toward higher-value analysis, strategic insight, and business partnership. This leader will promote the effective use of data, automation, and emerging technologies, including artificial intelligence, to strengthen organizational decision-making and performance.

Optimize Systems and Business Processes

Maximize the value of recent investments in Workday, Adaptive Planning, Salesforce, and related technologies by redesigning workflows, reducing manual processes, improving integration across systems, and strengthening reporting capabilities. Particular opportunities exist to modernize complex billing and revenue processes, improve forecasting tools, enhance operational efficiency, and create more scalable financial and administrative practices across the organization.

Strengthen Global Finance Operations

Provide strategic oversight and leadership for a sophisticated international financial operation that spans multiple countries, currencies, banking relationships, regulatory environments, and operating entities. The CFO will ensure effective management of foreign exchange exposure, cash flows, international compliance obligations, and global financial risk while strengthening collaboration, communication, and consistency across the organization's network of international centers.

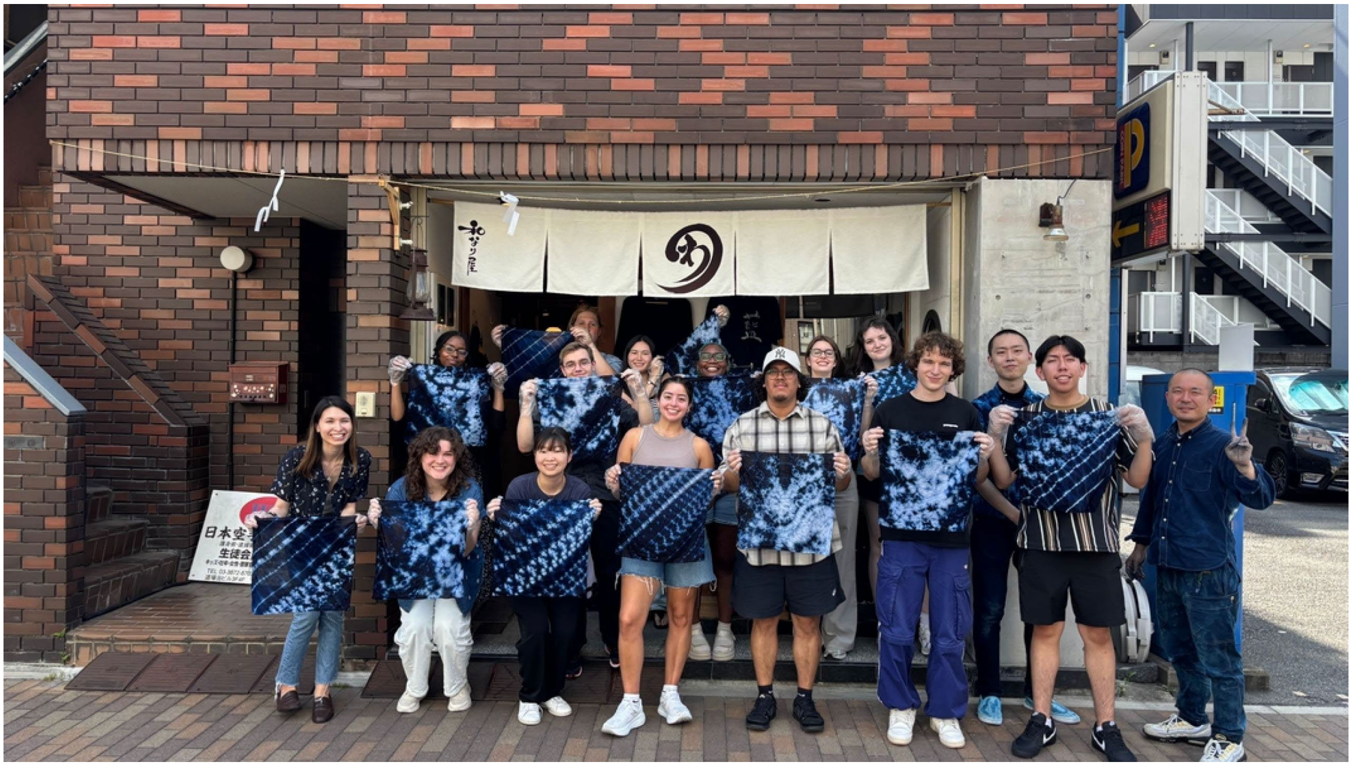
Enhance Forecasting and Financial Planning

Lead the continued enhancement of budgeting, forecasting, and long-range financial planning processes in a highly dynamic environment influenced by enrollment demand, global economic conditions, inflation, foreign currency fluctuations, and evolving market conditions. The CFO will improve forecasting accuracy, agility, and analytical rigor while ensuring leaders have timely and actionable information to support strategic decision-making.

Develop Talent and Organizational Capability

Continue building a high-performing finance organization by investing in staff development, succession planning, coaching, and talent management. The CFO will cultivate future leaders, strengthen organizational capabilities, address performance gaps as appropriate, and ensure the finance team possesses the skills, tools, and mindset necessary to support the organization's future objectives.

Professional Qualifications and Personal Qualities



The successful candidate will bring a unique combination of technical finance expertise, global business acumen, collaborative leadership skills, and a passion for advancing a mission-driven organization.

Additionally, the new CFO will be a strategic, forward-thinking, adaptable leader who demonstrates most, if not all, of the following professional qualifications and personal qualities:

- **Education and experience:** At least 10 years of progressive leadership experience in the finance and accounting field, with demonstrated leadership in finance, investment oversight, and risk management; significant experience in nonprofit or complex multi-entity accounting and finance; a bachelor's degree in business, accounting, or a related field is required; a master's degree and CPA or other advanced accounting or financial credential is preferred; international experience and direct experience with Workday are strongly preferred.

- **Commitment to mission and values:** Mission-driven professional who values global education, intercultural understanding, diversity, inclusion, and student success; a globally minded leader who appreciates diverse perspectives and thrives in an international, decentralized, and highly collaborative environment; ability to balance sound financial stewardship and operational discipline with the organization's mission, educational objectives, and long-term impact; inclusive leadership style characterized by integrity, transparency, humility, and respect for people, culture, and institutional values; commitment to preserving and strengthening IES Global's mission-driven, collaborative, and people-centered culture while helping the organization evolve and innovate.

- **Strategic financial and operational leadership:** Significant experience in nonprofit or complex multi-entity accounting and finance, preferably with international experience; demonstrated success in senior-level finance roles with responsibility for accounting, financial planning and analysis, budgeting, forecasting, treasury, investments, risk management, and organizational decision support; ability to operate effectively in both an oversight and advisory capacity while contributing strategically to organizational planning and long-term decision-making; experience serving as a trusted advisor to executive leadership and governing boards on matters related to financial strategy, organizational performance, and enterprise risk; strong business acumen and the ability to balance financial discipline with broader organizational priorities and mission objectives.

- **Global finance and international business expertise:** A demonstrated ability to operate successfully in a complex, multi-entity international environment involving multiple countries, currencies, regulatory frameworks, and operating entities; a strong understanding of international finance, foreign exchange management, currency hedging, international banking relationships, cash management, and global compliance requirements; experience navigating the financial complexities associated with distributed global operations, international service organizations, multinational businesses, or similarly complex environments.

- **Technical finance and governance expertise:** Deep knowledge of accounting, financial reporting, internal controls, audit oversight, compliance, and financial stewardship; demonstrated experience with Board and Committee governance, institutional investment oversight, and board-facing financial leadership; experience supporting Finance, Audit, and Investment Committees and communicating complex financial matters to diverse stakeholder groups; demonstrated experience with Board and Committee governance; institutional investment oversight; and multi-currency and global operations; ability to operate effectively in an oversight and advisory capacity.

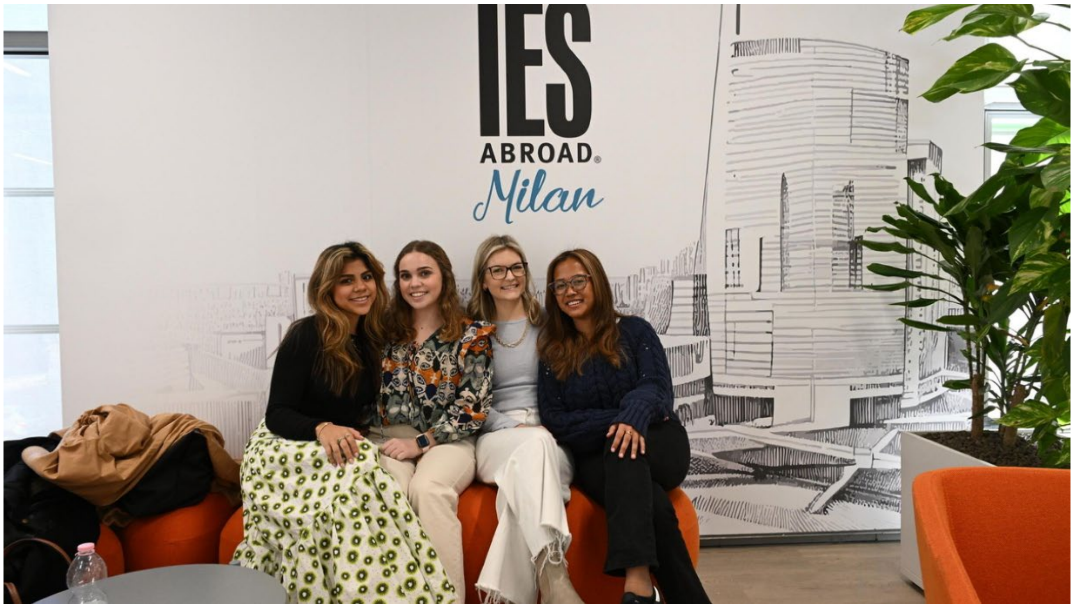
- **System, analytics, and continuous improvement orientation:** Forward-thinking leader who embraces innovation, continuous improvement, and evolving organizational needs; data-driven, intellectually curious, and comfortable asking challenging questions in pursuit of better outcomes; experience leading financial systems implementations, business process redesign, and organizational modernization initiatives; demonstrated success leveraging technology, data, analytics, automation, and emerging tools to improve decision-making, efficiency, and organizational effectiveness; familiarity with enterprise platforms such as Workday, Adaptive Planning, Salesforce, or comparable systems is highly desirable.

- **Collaborative leadership and talent development:** Demonstrated ability to be collaborative to achieve broader organizational goals and efficiencies; collaborative, disciplined, and risk-aware approach; demonstrated ability to collaborate across functions and constituencies to achieve broader organizational goals and efficiencies; effective relationship builder who fosters trust, engagement, and partnership across diverse stakeholder groups; proven commitment to coaching, mentoring, and developing high-performing teams while cultivating future leaders; leadership style characterized by collaboration, accountability, transparency, and sound judgment.

- **Communication skills:** Exceptional communication and interpersonal skills, with a disciplined, execution-oriented mindset and the ability to translate complex financial, operational, and strategic issues into clear, actionable insights; ability to present complex information in a concise and compelling manner, facilitate thoughtful discussion and informed decision-making, and build credibility and trust through transparency, collaboration, and active listening; a demonstrated ability to communicate effectively across a wide range of constituencies, including executive leadership, board members, committee members, employees, and international stakeholders while fostering alignment in a highly decentralized and globally distributed organization.

- **Change leadership and organizational effectiveness:** Forward-thinking and adept at leading change to meet the evolving system and client needs of the organization; adaptable, resilient, and comfortable navigating ambiguity, complexity, and change; demonstrated success leading change within established organizations while building support and maintaining strong relationships; ability to challenge longstanding assumptions and drive modernization efforts in a thoughtful, collaborative manner; strong process-improvement mindset with a commitment to improving efficiency, effectiveness, and service across the organization; disciplined, execution-oriented leader who can translate strategy into measurable outcomes.

About IES Abroad



IES Abroad is part of a global collective of brands under IES Global, a not-for-profit study abroad and internship provider dedicated to transforming the lives of nearly 10,000 students annually through unparalleled study abroad experiences. From its headquarters in Chicago, IES Global offers 400+ programs in 85 locations worldwide, partnering with 500 colleges and universities to create authentic educational experiences that exceed expectations.

Through the following collective of brands, IES Global champions meaningful academic and cultural education, integrates diverse perspectives, prioritizes student health and safety, and strives to better the world through its Global Good Commitment.

IES Abroad: The flagship IES Global program, IES Abroad provides study abroad experiences for students through more than 140 programs in over 30 international locations. Working in partnership with more than 270 leading U.S. colleges and universities, and local academic institutions around the world, IES Abroad combines rigorous academics, cultural immersion, student support, and experiential learning to help students develop the global perspective and intercultural competencies needed to succeed in an interconnected world. Educational institutions that are part of the IES Abroad Consortium are actively involved in the mission, direction, and academic program development and review of IES Abroad programs.

IES Internships: The IES Internship program provides students with immersive, career-focused international experiences that combine professional work placements with academic learning and cultural engagement. Through a global network of employer partners, students gain practical experience across a wide range of industries while developing cross-cultural competencies, professional skills, and global perspectives. IES Internships prepare students to thrive in an increasingly interconnected world.

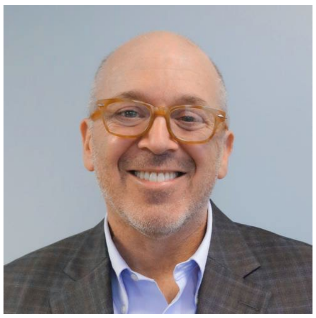
Customized & Faculty-Led Programs: The Customized & Faculty-Led Programs division partners with colleges and universities to design tailored international education experiences that align with specific institutional goals, academic priorities, and student learning outcomes. Leveraging IES Global's extensive global infrastructure, on-the-ground centers, university partnerships, and expertise in health, safety, and risk management, the division supports programs ranging from short-term faculty-led experiences to fully customized cohort-based offerings.

Study Abroad Foundation: The Study Abroad Foundation (SAF) expands access to global education by facilitating study abroad opportunities for students from Asia through partnerships with leading universities around the world. As part of IES Global, SAF provides academic advising, program administration, and comprehensive student support, connecting students to high-quality international academic experiences while advancing cross-cultural learning and global mobility.

For 75 years, IES Abroad has been a trusted leader in global education, committed to diversity, equity, inclusion, and anti-racism. The organization actively recruits underrepresented students and provides millions of dollars in scholarships each year, supporting a diverse student body that reflects the cultures and communities it serves around the world. This commitment extends to its workforce, where a diverse team collaborates in an inclusive and welcoming environment that fosters growth, development, and belonging. Through its programs and mission, IES Abroad remains dedicated to developing global leaders and creating transformative international experiences.

Leadership

Gregory D. Hess, President & CEO



Having joined IES Abroad in 2020, Greg has led the organization through a period of significant growth and transformation. An accomplished and well-rounded leader, Greg brings a wealth of expertise and experience across higher education, liberal arts, and business. His passion for education and economics brings an important and distinctive perspective to the organization.

Prior to joining IES Abroad, Greg served as the President of Wabash College, where he advanced strategic planning, campus development, academic innovation, and a successful fundraising campaign that secured the largest gift in the institution's history. He led national efforts articulating and promoting the value of a liberal arts education, while directing the planning and development efforts that provided a roadmap leading to the College’s 200th anniversary in 2032.

Earlier in his career, Greg was Dean of the Faculty and Vice President for Academic Affairs at Claremont McKenna College, where he oversaw academic programs, global education, innovation initiatives, institutional research, and information technology. Greg has also served as a consultant for Honda Motors of North America and as a member of the Ohio Governor’s Council of Economic Advisors. He has served as a Visiting Scholar at the Federal Reserve Banks of San Francisco, St. Louis, Cleveland, and Kansas City, the Bank of Japan, Korea University, the IMF Institute, and the Hoover Institution. He has been a member of the Shadow Open Market Committee since 2002.

Greg is an accomplished economist, educator, and scholar who has held faculty appointments at institutions including Carnegie Mellon University, the University of Kansas, the University of Cambridge, and London Business School. A widely published author, he has produced more than 60 scholarly works, presented at over 90 international academic conferences, and earned degrees from the University of California, Davis and Johns Hopkins University. His own international education experience includes study abroad at the London School of Economics.

Board of Directors

IES Abroad is governed by a distinguished Board of Directors composed of accomplished leaders from higher education, business, finance, and other sectors. The Board provides strategic guidance, fiduciary oversight, and governance leadership, helping to ensure the organization's long-term financial sustainability and mission effectiveness.

For more details on the IES Global leadership team from its headquarters in Chicago to its Centers abroad, visit https://www.iesabroad.org/about/leadership.

Location

Headquartered in Chicago, Illinois, IES Abroad operates an extensive international network that supports its study abroad, internship, and customized education programs. Through academic centers and partnerships across more than 85 locations worldwide, the organization provides students with access to immersive educational experiences, local expertise, and comprehensive on-the-ground support. This global footprint enables IES Abroad to deliver high-quality academic, cultural, and professional opportunities while maintaining consistent standards for student success, health, and safety across diverse international settings.

Chicago, Illinois

Situated on the shores of Lake Michigan, Chicago is the third-largest city in the United States and a global center for business, higher education, culture, and innovation. Home to nearly 2.7 million residents and more than 10 million across the metropolitan area, the city offers the resources and connectivity of a major international hub while maintaining the accessibility and livability of the Midwest.

Chicago is renowned for its architecture, world-class museums, theater, music, dining, and professional sports, attracting millions of visitors each year. The city is also home to a highly educated workforce, nationally recognized colleges and universities, and a strong corporate presence spanning finance, healthcare, manufacturing, technology, and professional services. Complemented by a diverse array of vibrant urban neighborhoods and highly regarded suburban communities, Chicago offers an exceptional quality of life and an attractive environment for professionals, families, and organizations with national and global reach.

For those who prefer to live outside of the city, the Chicago metropolitan area boasts a diverse array of suburban communities that can meet any need. Several Chicago suburbs are consistently ranked as some of the U.S.'s best places to live, including, but not limited to, Naperville, Hoffman Estates, Oak Park, Schaumburg, Hinsdale, LaGrange, Evanston, Winnetka, and others. The city is easily accessible for commuting through the Metra rail system or interstate.

The Chicago Visitor Center has a comprehensive online guide to all types of attractions across the city, as well as suggested itineraries geared toward families, first-time visitors, and specific interests (e.g., food lovers, architecture buffs).

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting IES Abroad in this search. Applications will be reviewed on a rolling basis, so expeditious application is encouraged. The position will remain open until an appointment is made.

Application materials should be submitted using WittKieffer's **candidate portal**.

Nominations and inquiries can be directed to:

Jen Meyers Pickard, Ph.D. and Kim Migoya

IESAbroadVPFCFO@wittkieffer.com

Salary: *The anticipated salary range for the IES Abroad Vice President and Chief Financial Officer position is $300,000 to $450,000*

Work Location: *IES Abroad strongly prefers that its next CFO be based in the Chicago area and maintain a regular onsite presence at the organization's headquarters with a hybrid work arrangement. However, for exceptional candidates, the organization may consider a remote arrangement, provided the individual can travel to Chicago as needed to engage with executive leadership, the finance team, and the Board.*

Benefits: *IES Abroad offers a wide range of benefits for eligible employees, including health, retirement, and paid time off. Information about the benefit offerings can be found at: https://www.iesabroad.org/about/careers*

IES Abroad is an equal opportunity employer and encourages applications from all qualified candidates. We strive to treat people with respect; fully utilizing employee's abilities and promoting workplace diversity. We are proud to be an equal opportunity employer, and do not discriminate against any applicant on the basis of race, color, ancestry, sex (including pregnancy), age, national origin, citizenship, religion, marital status, disability, sexual orientation, gender identity and/or expression, veteran status, and/or any other status protected by applicable laws.