PROSTATE CANCER FOUNDATION

PCF

CURING TOGETHER™

Chief Financial Officer

Leadership Profile

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Prepared by Michael Raddatz, Trey Wilson

WittKieffer

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The Opportunity

The Prostate Cancer Foundation (PCF), based in Santa Monica, California is seeking an experienced and mission-driven finance executive to serve as its next Chief Financial Officer. This leader will join a globally recognized organization dedicated to accelerating the world's most promising research and improving outcomes for men with prostate cancer. As the world's leading philanthropic organization focused on funding and advancing prostate cancer research, PCF generates tens of millions in funding support through a combination of philanthropy, partnerships, and strategic initiatives, supporting a global network of scientists, clinicians, and institutions working to develop breakthrough treatments and cures. The delivery of PCF's mission requires close coordination with academic centers, healthcare systems, donors, industry partners, and advocacy groups to drive innovation and translate research into meaningful clinical impact as well as the robust financial systems to support it. Currently, PCF revenues exceed $50 m annually.

The oncology research and nonprofit sectors continue to evolve rapidly, shaped by scientific advancement, funding dynamics, and increasing expectations for measurable outcomes. Under its current leadership, PCF has continued to expand its global influence, deepen its research portfolio, and enhance its impact on patient outcomes. The organization remains committed to operational excellence, disciplined financial stewardship, and strategic growth to further its mission in the years ahead. PCF has raised more than $1 billion dollars in funding for prostate cancer research since its founding by Mike Milken in 1993. It is a global organization that spans almost 30 countries with research projects over 300 leading cancer centers worldwide.

The Chief Financial Officer will play a critical role in supporting PCF's continued success and ability to strongly support and influence the future of prostate cancer care through research, providing strategic leadership across finance, accounting, and technology functions within a complex and dynamic organization. The ideal candidate will bring a strong business mindset, executive presence, with previous experience in healthcare, life sciences, or nonprofit environments being ideal. This individual will be a high-integrity leader with a demonstrated ability to support growth, optimize resources, and ensure long-term financial sustainability and a commitment to the mission of the organization. the CFO will serve as a key external ambassador for PCF, engaging with donors, institutional partners, and industry stakeholders. The role requires strong communication and interpersonal skills, along with a proven ability to build and sustain trusted relationships with executive leadership, the Board of Directors, and the broader philanthropic and scientific communities.

The successful candidate will be a disciplined financial steward who focused on performance while remaining deeply aligned with PCF's mission. They will add modern sophistication to financial systems and processes of PCF to ensure and safeguard the organization's sustainability and ability to provide impact to the prostate cancer care and research communities. The CFO will be authentic and strategic leader who embraces transparency, collaboration, and accountability. The ideal CFO will be equal parts strategic and operational with an ability to balance between both. A passion for advancing cancer research and improving patient lives is essential.

This is a tremendous opportunity to join one of the most influential organizations in oncology research as the foundation looks to broaden its impact. The next CFO will be at the center of PCF's next chapter with the ability define impact, accelerate research breakthroughs, and ultimately transform the future of prostate cancer care.

Organization Overview

In the early 1990s, a diagnosis of advanced prostate cancer was often a silent, grim death sentence. The medical landscape surrounding the disease was stagnant, fractured, and severely underfunded. Research moved at a bureaucratic crawl, and a culture of secrecy kept the world's top scientific minds working in isolated silos. It was against this backdrop of urgency and institutional inertia that the Prostate Cancer Foundation (PCF) was born, fundamentally disrupting how medical research is financed, conducted, and accelerated. The foundation's story began in 1993 with a profound personal crisis that quickly evolved into a public crusade. Renowned financier and philanthropist Michael (Mike) Milken was diagnosed with advanced, metastatic prostate cancer and given a stark prognosis. Rather than accepting the limitations of the era's medical consensus, Milken looked at the field through the lens of venture capital and structural efficiency. He recognized that the primary bottleneck in cancer research wasn't a lack of brilliant minds, but a lack of speed and collaboration. The traditional government and academic grant-making processes required scientists to wait up to a year for funding, effectively freezing innovation.

Driven by the need for immediate answers, Milken founded the organization in Santa Monica, California, under its original name: the Association for the Cure of Cancer of the Prostate (CaP CURE). Rebranded in 2003 as the Prostate Cancer Foundation, the California-based nonprofit established a radical new venture-philanthropy framework. PCF stripped away traditional academic red tape by implementing a peer-review model capable of approving and distributing research capital in a matter of weeks rather than months.

In under in PCF's first two decades, the foundation grew to raise more than $500 million to support over 1,600 research projects across 15 countries. It helped catalyze a significant shift in how prostate cancer research was funded and conducted. PCF's early commitment to prioritizing early-career scientists, shortening grant timelines to as little as 90 days, demanding data sharing among grantees, and fostering multi-institutional collaboration has led to rapid advances and cultural change within the prostate cancer research community. Of note, PCF in 1998 organized a "March on Washington" rally in support of boosting federal cancer research funding. This event is credited with helping Congress more than double the NIH budget over the subsequent five years. By 2018, PCF had raised over $700 million and prostate cancer death rates had been reduced by approximately 50% since PCF's creation. Prostate cancer is the second leading cause of cancer-related death in men in the United States.

Today, PCF has achieved a global reach. The foundation has spread to more than 29 countries, funding over 2,600 research projects across 312 cancer research institutions. The collective impact of PCF-funded efforts include advancements in precision medicine, immunotherapy, and novel drug-target discoveries like PSMA (Prostate-Specific Membrane Antigen). Additionally, PCF has grown in influence well beyond its grants. The foundation has established numerous platforms for collaboration, including annual summits, consortia, Therapy Consortiums, tactical and challenge awards. Among these initiatives is a major partnership with Veterans Affairs, forming multiple PCF-VA "Centers of Excellence" to integrate genomic and precision oncology research into clinical care for veterans. As a proponent and supporter of the future of cancer research, PCF pioneered the Young Investigator Awards. This initiative identifies the best and brightest early-career scientists globally, providing them with the financial runway to pursue high-risk, high-reward research in prostate cancer before they could be drawn away by better-funded medical sectors.

From an advocacy lens, PCF has aimed to reduce the stigma surrounding the disease. The foundation has secured high-profile national partnerships, including the annual Home Run Challenge with Major League Baseball. Every home run hit during the month of June in the MLB leading up to Father's Day will generate proceeds to directly fund the Prostate Cancer Foundation's cutting-edge research and lifesaving early detection initiatives. Through programs like these, PCF has brought prostate cancer screening awareness to millions watching baseball in June to help transforming a prostate cancer from a nearly taboo into a national priority.

PCF is focused on helping shape the future of precision oncology. By funding multi-institutional "Dream Teams" of selected scientists, PCF has played a role in successfully mapping the complex genomic landscape of advanced prostate cancer. This research development has allowed modern clinicians to move away from one-size-fits-all treatments for cancer care and created avenues for precision medicine unique to each patient. PCF now champions initiatives that analyze a patient's specific tumor DNA to empowering doctors to select personalized therapies tailored to the unique genetic mutations driving that patient's cancer.

The foundation has established powerful institutional capabilities to confront stark demographic disparities. Black men are nearly 75% more likely to be diagnosed with prostate cancer and more than twice as likely to die from it compared to white men. PCF aggressively combats this reality by funding dedicated research into both the biological and socio-economic drivers of these disparities, deploying targeted screening campaigns, and creating minority-focused research grants to ensure that life-saving science reaches the communities that need it most.

Operating with exceptional fiscal integrity as a $50 million organization, PCF has stayed consistent earning top marks from independent charity watchdogs for directing the vast majority of its funds directly to high-impact scientists. Approximately 80% of total expenses go to research programs and grants. PCF has earned a perfect score of 100% and a 4-start rating from Charity Navigator for its program expenses and accountability. Thirty-three years after its founding, the Prostate Cancer Foundation continues to operate with the same urgency that sparked its creation. By bridging the gap between tech-driven data science and clinical medicine, PCF is actively fulfilling its foundational promise: turning a once-terminal diagnosis into a manageable condition, and forging the path to an ultimate cure

For more information, please visit: https://www.pcf.org/

Position Summary

The Chief Financial Officer is responsible for the strategic oversight, development, and leadership of Finance & Accounting in the achievement of PCF's mission and goals. They will participates in long term strategic planning, performance management of employees, budget management, and regulatory compliance as a member of the Leadership Team. The CFO engages with all levels and across the organization to achieve short- and long-term objectives, including collaborating with leaders to ensure the translation of the strategic and tactical business plans into organizational initiatives and goals. They will ensure the future of PCF's operations by leading and implementing modern financial processes and procedures organization-wide.

Reporting Relationships

Reporting to the President and Chief Executive Officer of PCF, Gina Carithers, direct reports will include:

- Controller
- Senior Accountant
- Specialist, Accounts Payable

Responsibilities

The successful CFO candidate will:

- Ensures the system's goals are being met through the achievement of long-term financial sustainability and operational stability.
- Steward the financial affairs and manage risk to maintain and improve the fiscal health of the organization.
- Form a trusting and a positive working relationship with the Chair of the Finance Committee.
- Provide financial and strategic insight to assist the CEO and Board of Directors in performing their duties, including the presentation of financial data and annual budgets.
- Maintains ultimate responsibility for the annual budgeting process and interim budgeting activities.
- Ensure ongoing compliance within the organization’s financial systems, assuring timely and accurate reporting.
- Oversee the transformation of aligning the Finance, Accounting, and Information Technology functions to improve their efficiency and effectiveness in the delivery of those services to internal and external customers.
- Implements standards and procedures for financial operations and reporting.
- Manages to appropriate financial benchmarks and reporting indicators.
- In conjunction with the Leadership Team and other leaders, identifies human capital requirements consistent with the organization's vision, strategy, and operational needs.
- Oversee the design, implementation, and maintenance of financial internal controls, policies, and procedures to meet external compliance requirements and organizational short-term and long-term objectives.
- Evaluates the performance of team members in accordance with established performance standards, goals, job responsibilities, and assigned functions; provides ongoing performance feedback and annual written performance evaluations; and identifies and nurtures those capable of performing at higher levels.
- Organizes leadership and staff to meet financial strategic goals.
- Responsible for oversight of financial internal controls and coordination of all financial audits and reporting for regulatory agencies.
- Conduct organizational financial analysis and recommends/implements appropriate systemic solutions.
- Maintains a highly visible presence within PCF, available to actively problem solve and collaboratively discuss challenges and opportunities.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- Establish credibility as a senior executive within PCF. Leverage experience and executive presence to effectively serve as a trusted and respected leader and resource to the CEO, Board, leadership team, and other key stakeholders on all financial matters affecting the foundation.

- Be a “go-to” person throughout the organization by being a visible, approachable, highly skilled, and effective leader. Adapt to and champion the mission, ambition, culture, and values of PCF.

- Review all current financial and business processes; quickly understand and embrace the strategic initiatives of PCF, implementing a metrics-driven approach to financial business planning.

- Modernize the finance department of the PCF organization by standardizing financial processes and technological systems to position the organization for long-term success.
- Strengthen the data analytics and other data functions providing consistent, reliable financial information and forecasting accuracy to improve foundation performance and fiscal responsibility.

- Collaborate with the CEO, as well as the leadership team, to develop, implement and support the foundation's strategy focused on being leader in furthering the fight against prostate cancer by support research efforts as the world's leading prostate cancer philanthropic organization.

- Develop an effective, transparent relationship with the Board of Directors and Finance Committee; Review and present accurate and timely financial data with the finance committee in a clear and digestible manner.

- Ensure the attraction and retention of a high-performing team ; Develop, mentor, and invest in staff professional growth, aligning goals and ensuring a culture of teamwork and accountability.

- Promote and strengthen effective communication within the finance department and across other departments.

Candidate Qualifications

Education/Certification

- Bachelor's degree is required, preferably in business, finance, accounting or a related field. Advanced degree and/or CPA preferred.

Knowledge and Work Experience

- Five or more years of progressive financial leadership experience, preferably within healthcare or non-profit organizations.
- Senior expert-level experience in all of the functional areas the role supervises (finance, accounting, and information technology).
- A proven ability to make decisions and a demonstrated capability to work side by side with the board, CEO, and leadership team to successfully implement those decisions within an organization.
- Outstanding communication and presentation skills; ability to translate complex financial information into clear guidance for non-financial stakeholders.
- Strategic thinker with analytical rigor, business acumen, and a collaborative leadership style.

Leadership Skills and Competencies

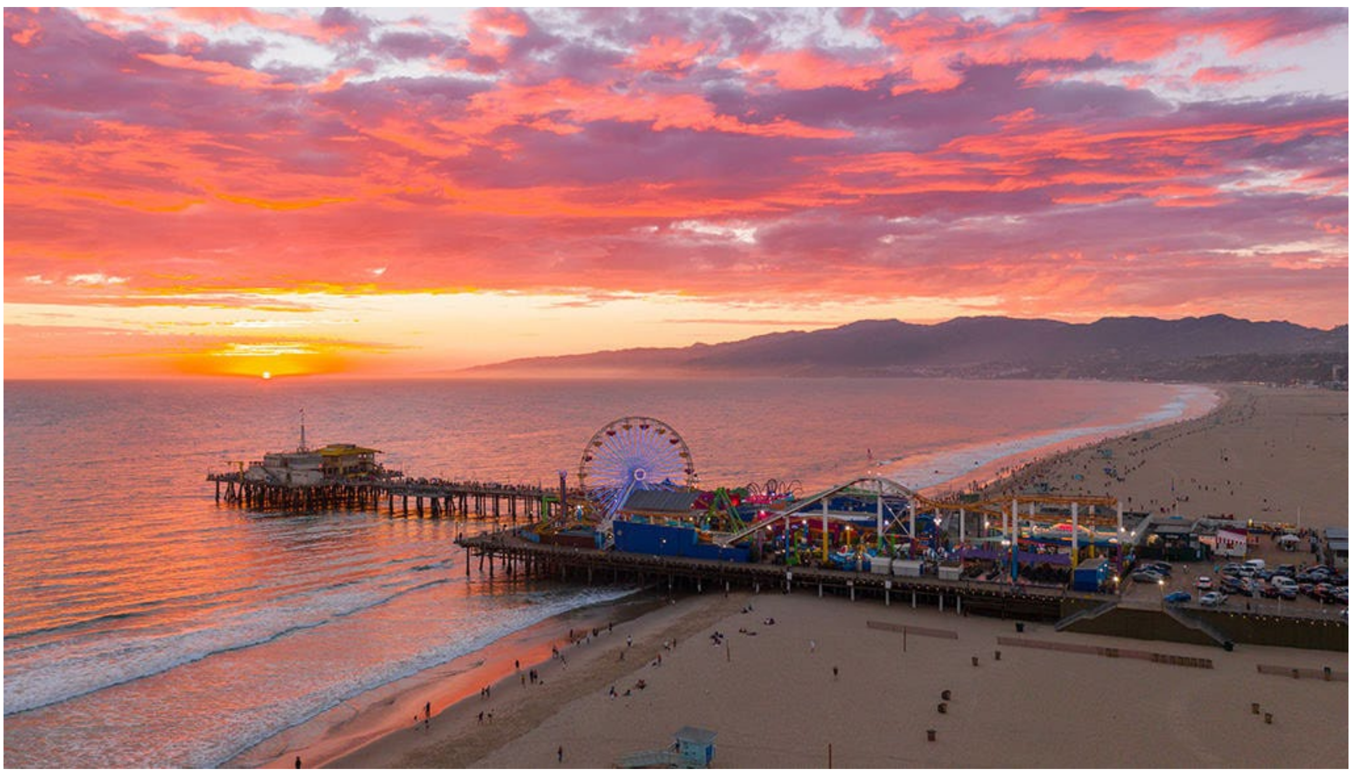
- A visible and genuine leader; interacts and builds strong relationships at all levels of the organization.
- Executive qualities of presence, maturity, and poise, as well as the ability to work effectively with other members of the management team and the Board, are essential.
- Excellent verbal and written communication and interpersonal skills.
- Skill in managing and evaluating staff and making recommendations for improvement.
- Ability to develop, monitor and analyze budgets, financial reports, statistical data, contracts and business correspondence.
- Proven ability to think strategically but also must be able to lead day-to-day tactical processes.
- Ability to generate ideas and vision of the financial picture for the foundation.
- Highly approachable, visible, engaging, and open to the ideas of others.
- Must love the work, driving performance, bringing out the best in others, and inspiring teamwork.
- Ability to effectively manage people and processes.
- Strong presentation skills and the ability respond to inquiries by other leaders, the boards and board committees.
- Ability to create a collaborative and collegial environment with all staff.

The Community

Santa Monica, CA

Santa Monica is a coastal city located in western Los Angeles County, California, and is one of the most recognized and vibrant communities along the Pacific Coast. Covering approximately 8.4 square miles, the city is home to an estimated population of just under 95,000 residents as of 2024. Santa Monica sits adjacent to the city of Los Angeles and serves as a key component of the broader Los Angeles metropolitan area—one of the largest and most dynamic economic regions in the world.

The city benefits from a highly educated population and strong institutional presence, including Santa Monica College, one of the leading community colleges in the United States with a nationally recognized transfer rate to top universities. Santa Monica's economy is diverse and innovation-driven, with strengths in technology, entertainment, healthcare, and tourism. The city has attracted a number of prominent companies and startups, earning the nickname "Silicon Beach," with major employers and office presences including Snap Inc., Hulu, Lionsgate, and Activision Blizzard. Providence Saint John's Health Center further anchors the city's healthcare landscape as a nationally respected provider of advanced medical care.



Santa Monica is widely known for its iconic coastal setting and its reputation as a premier destination for both visitors and residents. The city's most famous landmark, the Santa Monica Pier, features the historic Pacific Park amusement park, an aquarium, and vibrant public gathering spaces. The adjacent Third Street Promenade serves as a lively pedestrian retail and entertainment district, attracting millions of visitors annually. Cultural offerings are robust, with institutions such as the Broad Stage, the Bergamot Station Arts Center, and a variety of galleries and performance venues contributing to a thriving arts scene.

An emphasis on sustainability and outdoor living defines Santa Monica's lifestyle. The city maintains over 20 parks, miles of scenic coastline, and direct access to the Marvin Braude Bike Trail, which stretches along the

Pacific Ocean. Palisades Park offers sweeping ocean views atop coastal bluffs, while the Santa Monica Mountains nearby provide additional opportunities for hiking and recreation. The city is widely recognized as a national leader in environmental policy, with ambitious goals around renewable energy, water conservation, and zero waste initiatives.

Santa Monica also supports an active and health-focused community. The city regularly hosts events such as the Santa Monica Classic road race and beach volleyball tournaments that reflect its strong connection to outdoor fitness and recreation. While it does not host major professional sports teams, its proximity to Los Angeles provides access to a full spectrum of major league sports, while local recreational, collegiate, and club-level athletics contribute to a well-rounded sports culture.

Blending coastal beauty, economic vitality, and a strong commitment to sustainability and culture, Santa Monica offers a distinctive Southern California lifestyle. Its combination of innovation, livability, and global recognition continues to position the city as one of the most desirable places to live, work, and visit in the United States.

For additional information, consult the following websites:

https://www.santamonica.com/
https://www.santamonica.gov/

Procedure for Candidacy

Please direct all inquiries, nominations, and resumes to Michael Raddatz and Trey Wilson through the office of Trey Wilson via email at: twilson@wittkieffer.com.

Michael Raddatz **Senior Partner** **(630) 575-6106**	**Trey Wilson** **Consultant** **(314) 754-6065**

The base salary will be in the $275,000 – $350,000 range based on experience and qualifications. Additionally, PCF offers a competitive executive compensation program, including incentive compensation and basic and supplemental benefits.

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