

GoodCitizen

Federation of American Scientists
Chief Financial & Operating Officer

Location: **Washington, DC (Hybrid; two to three days per week on-site)**

About FAS

The Federation of American Scientists (FAS) serves as a beacon and voice for the science community.

FAS has a rich history: after the devastating bombings of Hiroshima and Nagasaki in 1945, a group of atomic researchers—deeply concerned about the use of science for malice—created an organization committed to using science and technology to benefit humanity.

The group they created—the Federation of Atomic Scientists—soon became the Federation of American Scientists in recognition of the hundreds of scientists across diverse disciplines who joined together to speak with one voice for the betterment of the world.

Today, FAS is a group of entrepreneurial, intrepid changemakers, forging a better future for all through the nexus of science, technology, and talent. The organization values equity, inclusion, and transparency. As a collective, FAS is building an organization focused on being impact-driven, customer-focused, and growth-oriented as a force for good in the world.

The Opportunity

The Federation of American Scientists (FAS) seeks an inaugural Chief Financial and Operating Officer (CFOO) to lead the organization's finance, human resources, and operational functions as it scales its impact and increases annual revenue to approximately \$30M.

As a member of the four-person Executive Team, the CFOO will provide high-level fiscal management, oversee accounting and contract administration, identify and mitigate risks, ensure organizational compliance, identify and implement organization-wide systems, and lead the People & Culture, Operations, Technology and Strategy functions, in addition to Finance.

This strategic leader will help translate FAS's vision into actionable operational plans while fostering a positive and dynamic organizational culture. The CFOO will ensure financial transparency, refine contracting and staffing routines, and support FAS in continuing to scale as a strong, healthy, and efficient organization.

The CFOO will report to the Chief Executive Officer and serve as a liaison to the Board and key external stakeholders.

This position includes management of staff in a union-represented collective bargaining unit and specific terms and conditions are subject to collective bargaining.

Key Responsibilities

Organizational Leadership & Operations

- Coordinate the annual operations and resourcing (budgets and staffing) plans.
- Provide staff with strong day-to-day leadership presence and uphold an open-door policy.
- Cultivate FAS's organizational values.
- Lead risk mitigation and compliance efforts.
- Serve as a member of the management and executive teams.
- Ensure the office space meets the needs of employees and mission delivery.

Functional Oversight and Strategic Management

- Oversee Finance, Contracts, Operations, People and Culture, Technology Strategy teams in service of a complex organizational strategy.
- Lead quarterly program resourcing meetings to ensure alignment on budgets, staffing needs, and program growth opportunities.
- Foster a coaching culture and prioritize human capital development.
- Review and update all policies to ensure the right balance of values and compliance required to be agile.
- Upgrade People and Culture functions, including training, development, compensation and benefits, employee relations, performance evaluation, recruitment, and legal compliance.
- Build and integrate financial systems that enable timely access to financial data and support strategic budgeting.
- Evaluate current technology infrastructure and guide improvements aligned with programmatic growth.

Governance and External Relations

- Develop effective communication and strategy as a key member of the FAS leadership team.
- Present to the Board at least twice annually.
- Lead the Finance and Investment Committee of the Board.

Ideal Candidate

The ideal candidate will be a strategic and tactical leader comfortable in a fast-growing and dynamic environment. They will have deep experience managing cross functional teams, assessing operational pain points and developing system and process workflows and solutions to foster collaboration across the organization. They will have demonstrated experience managing organizational risk and developing innovative, responsive strategies in a rapidly changing environment. They will be an accessible and empathetic leader who will listen, conduct thoughtful assessments and work collaboratively to develop solutions to complex problems. They will bring a keen understanding of the changing landscape of government contracting and experience working with union-represented staff within a collective bargaining context.

Qualifications

- 10+ years of executive leadership in finance; experience supporting social-impact organizations is preferred.
- Experience developing and evolving budget processes to meet the needs of multiple stakeholders.
- Comfortable working in fast-paced, dynamic environments.
- Proven ability to improve and develop workflows and scale processes for growing organizations.
- Experience overseeing people management, staffing, and benefits strategy.
- Track record of building systems that support a high-performance culture.
- Experience overseeing audits, financial system integration, and CRM tools.
- Ability to secure and manage a Negotiated Indirect Cost Rate Agreement (NICRA).
- Strong judgment, interpersonal skills, and adaptability in mission-driven environments.

Don't check off every box? Apply anyway! Studies have shown that women and people of color are less likely to apply for jobs unless they meet every listed qualification. FAS is dedicated to building a diverse and inclusive workplace, and developing new voices. If you're excited about this role but your past experience doesn't align perfectly, we encourage you to apply anyway – you might just be the right candidate.

The Federation of American Scientists is an Equal Opportunity Employer. FAS does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, or veteran status. All hiring decisions are based on qualifications and skills, and FAS is committed to ensuring equal opportunity for all.

FAS also prohibits discrimination against employees and applicants who inquire about, discuss, or disclose compensation. Employment is contingent upon successful verification of eligibility to work in the United States.

FAS encourages individuals of all backgrounds to apply. Studies show that women and people of color are less likely to apply unless they meet every listed qualification. FAS is committed to building a diverse and inclusive workplace and developing new voices. Applicants are encouraged to apply even if they do not meet every requirement.

Compensation and Benefits

FAS offers a competitive benefits package. The salary range for the position is \$250,000 - \$275,000.

To Be Considered

GoodCitizen has been exclusively retained by FAS to lead this search. Please submit your resume and cover letter expressing your interest in the position and fit for the role via the ["Become a Candidate"](#) button. Letters may be addressed to Karen Rea.

Applicants applying **by September 12, 2025** will be given priority consideration, with the position open until filled. The GoodCitizen team will conduct preliminary interviews through late September. Three rounds of interviews with the FAS team will take place early October through early November and we anticipate making an offer for the position mid-November.

For questions, please contact:

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