



Vice President for Finance and Treasurer

THE SEARCH

Bridgewater College invites applications and nominations for the position of Vice President for Finance and Treasurer (VPF). Bridgewater College, located in Bridgewater, Virginia, is a private liberal arts college that offers bachelor's and master's degrees and is home to some 1,450 students. Located in the beautiful Central Shenandoah Valley, and coeducational since its founding in 1880, Bridgewater College offers a 13:1 student-to-faculty ratio, and a vibrant on-campus environment, with 25 intercollegiate NCAA Division III and NCEA teams, a celebrated marching band, and more than 60 student clubs and organizations.

THE ROLE

The VPF reports directly to the President and is a member of the President's Executive Team. The VPF provides leadership, stewardship and direction for the financial administrative functions of the College and supervises the performance of all duties related to the control of College funds. As the College's chief financial officer, the VPF serves as the principal advisor to the President and the Board of Trustees on all financial matters. The VPF also serves as administrative liaison for the Finance Committee, Audit Committee, and Investment Committee of the Board.





LEADERSHIP OPPORTUNITIES FOR THE VPF

Work toward and maintain fiscal sustainability and support the creation of the college's next strategic plan

Working with the members of the Executive Team, lead the College in multi-year strategic budget planning that will take advantage of the tuition transparency initiative that has been put in place and ensure steady progress going forward. The continued enhancement of student revenues through support for admissions/enrollment and important academic and co-curricular programs will be key to the VPF's success, using a data-informed approach to decision making. Bridgewater is subject to all the pressures that are besetting small liberal arts colleges, though the College's leadership team has already made many important choices to well-position the institution. The VPF needs to be a creative and innovative planner and dedicated team member who can help the institutional leadership, both on campus and at the Board level, to continue Bridgewater's important positive progress.

Partner with the President and the Executive Team

The VPF will work closely with the President and colleagues on the Executive Team to continue to support the important progress Bridgewater has recently made to right-size the institutional budget and programs to ensure consistently balanced budgets going forward. This work includes creating a clear understanding on the part of individual Executive Team members of what the key ramifications will be for institutional choices, and how to best match institutional priorities with institutional resources, working effectively with each member of the Team, and the group as a whole.

Bringing a creative vision to the effective use of institutional assets

The College has the opportunity to use a variety of assets in new and innovative ways, including real estate assets and the endowment. The VPF will have the chance to think creatively and strategically about what the upcoming institutional needs are and how to best deploy resources to meet those needs, providing appropriate guardrails but also bringing an entrepreneurial spirit and an awareness of future trends in the higher ed space.

Support for Human Resources

The VPF will provide leadership to the human resources organization as it navigates through the personnel challenges that have arisen from the budget actions that have been taken in recent years, and the changing regulatory environment that all employers face. The office is staffed with strong people who will need ongoing support in making and communicating important decisions for the College.

Lead a high performing team

Joining a highly functioning team in the Finance area, the VPF will serve as the hands-on leader for the individuals within their areas of responsibility. It will be important to serve as an effective manager of individuals, and also to be able to function "on the front line" when needed.



ABOUT BRIDGEWATER COLLEGE

Bridgewater College is an independent, private liberal arts college founded in 1880 and was the first private, coeducational college in Virginia. Founded as Spring Creek Normal School and Collegiate Institute by Daniel Christian Flory, an alumnus of the University of Virginia and a leader in the Church of the Brethren, the school was named Bridgewater College nine years later and chartered by the Commonwealth of Virginia to grant undergraduate degrees. Bridgewater conferred its first bachelor of arts degree on June 1, 1891.

Bridgewater has always been an institution committed to liberal learning in its traditional sense: an education that is meant to be liberating, freeing our students from the constraints of their particular time and place and circumstance, and connecting them to the big ideas that are part of our cultural heritage. Today the College calls this “connected learning,” but it can trace its origin to that 1881-82 curriculum. Broadly based and organized to educate those committed to the public good, the Bridgewater College experience is designed to equip an educated citizen with the skills, knowledge and habits of mind to make a difference in the nation and the world. From the very start, Bridgewater has been focused on preparing its graduates for lives of purpose and consequence.

About the Bridgewater, VA community

Bridgewater’s backyard is one of the most scenic areas in the nation, the Shenandoah Valley, offering vistas of expansive farmland with a backdrop of mountains on both sides - the Blue Ridge Mountains to the east and the Allegheny Mountains to the west. The town of Bridgewater offers a variety of restaurants, shops, galleries, fairs, and festivals. With access to the George Washington and Jefferson National Forests, Shenandoah National Park, and numerous parks, trails, and waterways, Bridgewater is an outdoor-lover’s paradise.

Located approximately eight minutes away, Harrisonburg has a vibrant downtown district, designated a First Arts and Cultural District, First Culinary District of Virginia, and award-winning Main Street Community. Outdoor enthusiasts flock to Harrisonburg each year to attend events such as the Shenandoah Mountain Bike Festival, Alpine Loop Grand Fondo, or Rocktown Rambler. Harrisonburg is an IMBA Bronze Level Ride Center and the home of nationally recognized cyclists. Charlottesville is a 45-minute drive to the east, Richmond is two hours in the same direction, and Washington D.C. is a two hour drive to the northeast.

MISSION STATEMENT

Bridgewater College empowers students to lead principled lives of purpose and consequence marked by professional accomplishment and personal fulfillment. Our graduates are distinguished by their collaborative spirit, reason, and resilience of mind in service to a diverse and global community.

About President Bushman

An accomplished academic leader, Dr. David W. Bushman draws upon extensive experience in higher education administration and in the classroom as President of Bridgewater College. Dr. Bushman became the College's ninth president in 2013.

During his time at Bridgewater, President Bushman has led the development of new academic and co-curricular programs at the College, including the creation of the Center for Engaged Learning, academic schools to support the College's academic departments in the creation of new majors and programs of students, May Term, a new advising structure for first-year students, and Eagles Engage - a student life curriculum that is focused on learning and growth outside the classroom. Dr. Bushman oversaw the College's launch of graduate programs, with Bridgewater's first master's degree program in 2017. He led the College through an inclusive, comprehensive process to create Bridgewater's current strategic plan - [The Vision for Our Future: Strategic Plan 2025](#). Many of the goals in that plan are underway or have already reached completion, including the development and launch of a brand new, messaging platform, and marketing plan for the College, as well as the undertaking of a Strategic Resource Allocation process by which the College collectively determined which programs to prioritize and expand in the coming years.

President Bushman has successfully piloted the rejuvenation and expansion of the campus physical plant, including the creation of a centralized Department of Student Life and student gathering space in the Kline Campus Center and a complete renovation of Bowman Hall, BC's central academic building. President Bushman has been an active leader in fundraising initiatives throughout his tenure at Bridgewater College, securing over \$90 million in philanthropic support for endowed scholarships, high-impact learning practices (such as The Research Experience at Bridgewater), and the complete reimagining of the library, which became the John Kenny Forrer Learning Commons.

Prior to his appointment at Bridgewater, President Bushman served as the founding dean of the School of Natural Science and Mathematics at Mount St. Mary's University. Earlier, he served as President of Lees-McRae College in North Carolina. Dr. Bushman earned his Bachelor of Science in biology from Loyola College in Maryland, and his Master of Science and doctorate in entomology from the University of Maryland.





Key Responsibilities:

The VPF has direct supervision of the Director of Finance and Budget and the Director of Human Resources, and leads and oversees the following:

- The financial health of the organization, providing clear communication on the financial position of the organization to the executive leadership team and to the Board of Trustees, serving as the Treasurer of the Board of Trustees and the staff liaison to the Board's Finance, Investment, and Audit committees
- Student financial services, external audits, financial reporting (internal and external), budget planning and analysis, cash flow and debt management
- Human resources, payroll and benefits
- The development and maintenance of internal controls to safeguard financial integrity, compliance with governmental regulations, adherence to campus administrative policies and procedures, and enterprise risk management.
- All financial reports required for accreditation of the College and its programs.

The Vice President for Finance and Treasurer will play a key role in identifying and implementing strategies to sustainably strengthen the College's finances. The successful candidate will work closely as a partner with both enrollment management and institutional advancement to maximize the College's revenue streams.

Knowledge/Skills/Abilities:

- A minimum of six years of progressively responsible senior leadership experience in a financial- or administrative-management role with increasing levels of demonstrated responsibility within an organization similar in size and complexity to the College is required.
- A master's degree in administration or a business-related field or a licensed CPA candidate is strongly preferred.
- Progressively relevant leadership experience in private higher education is preferred. Experience with investment management and project management a plus.
- Demonstrated leadership in budgeting, planning and analysis, capital project financial planning and also human resources management preferred
- Demonstrated ability in effective planning and policy decision making; knowledgeable about best practices both in the non-profit and for-profit finance areas a plus.
- Experience in leading and supervising senior-level directors accountable for key operational functions serving the College
- Excellent interpersonal communication skills with evidence of collaborative, ethical, and team-oriented management and leadership style
- Excellent communication and presentation skills in both small- and large-group settings
- Proven skills in working collaboratively with financial institutions, community partners, and government agencies
- Demonstrated technical knowledge, skill, and expertise in fund accounting, financial management, and administrative operations
- Ability to work effectively with individuals from a broad spectrum of backgrounds and positions
- Knowledge and ability to effectively negotiate contracts

PROCEDURE FOR APPLYING

The Search Committee is currently accepting and reviewing applications until the position is filled. The deadline for submission for best consideration is **Friday, August 29, 2025**.

Candidates Should Provide:

1. Letter of interest stating how the candidate's experiences and qualifications connect with the characteristics and priorities expressed in the position profile.
2. Resume or curriculum vitae.
3. Five professional references with emails, telephone numbers, and a description of the candidate's professional relationship with each reference listed (references will not be contacted without prior written authorization from the applicant).

[Please click here to apply for the position.](#) Should you have any questions or encounter any difficulties with the application process, please contact: bridgewatercollege_vpf@agbsearch.com.

The search is being assisted by the following professional from AGB Search:

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**AGB
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Advancing Higher Education Leadership

EEO Statement

Bridgewater College, an equal opportunity provider and employer, is a welcoming and vibrant workplace. All qualified applicants will receive consideration for employment without regard to race, color, national or ethnic origin, sex, marital status, disability, religion, age, veteran status, political affiliation, or any other characteristic protected by law.

