



# VICE PRESIDENT AND CHIEF FINANCIAL OFFICER LEADERSHIP PROFILE

San Francisco, CA

FEBRUARY 12, 2026



UNIVERSITY OF SAN FRANCISCO  
CHANGE THE WORLD FROM HERE



## OVERVIEW

The University of San Francisco (USF), a private Jesuit Catholic institution founded in 1855 and known for its diverse urban location in the heart of San Francisco, is excited to announce the search for its next Vice President and Chief Financial Officer (CFO). USF is committed to academic excellence, a faith that does justice, and the formation of leaders who will create a more humane and just world. The CFO plays a vital role in sustaining this mission by aligning financial decision-making with the University's values, ensuring ethical stewardship, and supporting initiatives that serve the greater good while fostering a culture of care for the whole person (*cura personalis*).



The Vice President and Chief Financial Officer serves as the senior financial officer of the University of San Francisco, reporting directly to the President. In this capacity, the CFO is a trusted strategic advisor, working in close, daily collaboration with the President to guide the University's financial direction in support of and in alignment with its mission (*cura apostolica*).

The CFO provides leadership and oversight of all financial functions—including financial planning, budgeting, cash management, accounting, investments, and debt management—and leads sophisticated scenario analysis to anticipate emerging challenges, assess potential opportunities, and shape proactive strategies. This forward-looking approach ensures that financial decisions are informed, resilient, and aligned with the University's long-term priorities.

As a member of the President's Cabinet, the CFO collaborates with academic and administrative leaders to align financial strategy, operations, and resource stewardship with the University's mission and long-term goals. The CFO is also the primary staff liaison to the Audit, Physical Facilities & Master Plan, Finance, and Investment Committees of the Board of Trustees, implementing Board decisions with transparency, integrity, and accountability.





## CHALLENGES AND OPPORTUNITIES FOR LEADERSHIP

### **New President and Evolving Leadership Team:**

Arriving early in President Salvador D. Aceves's tenure, the CFO will have a meaningful opportunity to partner in advancing the University's evolving approach to the financial challenges confronting much of higher education.

As President Aceves continues to shape his leadership team, the CFO will help advance the University's mission by encouraging collaboration across the community, strengthening transparent communication, addressing financial realities with care, and helping guide the University toward a resilient and flourishing future.

President Aceves's previous service at USF, combined with his experience in financial leadership, equips him to serve as an engaged and strategic partner to the CFO.

### **Communication of Key Information:**

There is a broad awareness across campus of the financial pressures that must be addressed, and the CFO will be in a distinctive position to provide clear, credible data to faculty, staff, students, trustees, and alumni that helps the entire community understand the challenges and opportunities ahead as USF plans for long-term sustainability. Presenting both detailed and high-level financial information, along with multi-year financial projections, in accessible and transparent ways will be an important part of the CFO's role—supporting informed dialogue, shared understanding, and alignment around the path forward in both the near term and the years ahead.

### **Provide Leadership for a Strong Team:**

The CFO will provide clear direction and shared vision for a diverse portfolio of departments whose staff are committed to advancing the University's mission. With a mix of long-

serving colleagues and newer team members, these units are well positioned to benefit from steady, inclusive leadership that fosters cohesion, encourages collaboration, and communicates priorities with clarity. By cultivating an environment grounded in trust, accountability, and mutual respect, the CFO can help align efforts across the organization and enable the team to accomplish meaningful progress for the University.

### **Institutional Governance Structures:**

The University has a variety of governance structures within the academic and administrative areas, as well as several

unions, all of whom will look to the CFO for valuable financial information that is conveyed clearly and in the context of the University's mission and forward progress.

### **Leverage USF's Prime Location in San Francisco:**

The CFO will play an important role in strengthening and expanding the University's partnerships across the city, helping to create new opportunities for students and deepen the University's engagement with the broader San Francisco community. In collaboration with campus leadership,

the CFO will help cultivate relationships with corporations, nonprofit organizations, and municipal partners—locally and beyond—to advance USF's strategic priorities, support innovative programs, and identify mutually beneficial opportunities that enhance the University's impact.





## ESSENTIAL RESPONSIBILITIES

### Corporate Management

- Lead financial modeling and analysis to optimize student revenue and overall institutional performance.
- Direct financial planning and operational budget control to support both academic and operational excellence.
- Forecast, model, and manage institutional liquidity to ensure long-term sustainability.
- Serve as liaison to four standing Committees of the Board of Trustees, providing mission-aligned financial counsel.
- Represent the University to business, civic, and community leaders in a manner that reflects USF's Jesuit Catholic values.
- At the President's request or with approval, serve on external boards, industry panels, and professional organizations.

### Treasury

- Serve as primary liaison between the Board's Investment Committee, investment managers, and consultants.
- Implement Investment Committee decisions and monitor allocations and performance against mission-driven and financial benchmarks.
- Stay informed on market conditions, investment trends, and best practices in performance measurement.
- Oversee portfolio risk management, custodial services, and execution of transactions.
- Conduct due diligence on non-traditional asset classes in alignment with the University's values and risk tolerance.
- Approve and manage acceptance, holding, and disposition of real estate gifts and donations.
- Develop and execute cash management strategies to maximize returns on short- and medium-term investments.
- Oversee investments of life income trusts and annuities.
- Manage bank and custodial relationships and reconciliations.
- In consultation with the President, and in alignment with the institution's Master Plan, oversee the strategic acquisition, stewardship, and disposition of University assets.

- Develop and execute approved debt management strategies.
- Negotiate and execute major capital and operating contracts.
- Lead all banking relationship management.



### Financial Management / Leadership

- Direct all auditing functions and serve as the primary contact with the University's debt rating agencies.
- Monitor higher education financial trends, assessing implications for mission delivery.
- Provide financial guidance and strategic support to divisional Vice Presidents and department heads.
- Conduct program and operational audits to ensure efficiency, compliance, and mission alignment.
- Oversee financial feasibility studies, planning models, and performance monitoring systems.
- Implement decision-support systems to track key performance indicators.
- Direct all financial reporting and oversee general accounting, accounts payable, accounts receivable, payroll, endowment reporting, restricted funds, grants, and contracts.
- Ensure accuracy in external financial statements and compliance.





### Facilities Management and Real Estate

- Lead long-term capital improvement planning, construction, and campus development in alignment with the University's master plan and mission.
- Oversee maintenance and facilities operations with attention to sustainability and stewardship.
- Conduct feasibility studies for capital projects.
- Ensure compliance with city codes and zoning regulations.
- Identify and evaluate real estate opportunities for acquisition, development, or divestment consistent with institutional priorities and in alignment with the University's Master Plan and mission.
- Lead acquisition, disposition, sale, and leasing transactions.

### Purchasing and Ancillary Services

- Oversee procurement policies, procedures, and contract negotiations, ensuring ethical vendor partnerships.
- Oversee the management of several auxiliary services including University Bookstore and Printing/Copying.
- Ensure customer service satisfaction.

### Other Responsibilities

- All other duties as assigned by the President.





## QUALIFICATIONS, EXPERIENCE, AND DESIRED CHARACTERISTICS

Successful candidates for the role will have many of the characteristics mentioned below:

- Extensive and proven leadership experience in financial management of a complex, mid-to large-scale organization, preferably in higher education or similarly regulated sectors.
- Demonstrated commitment to transparency by fostering open dialogue with faculty, staff, and students, and the ability to translate complex financial information into clear, meaningful, and timely updates that inform and engage the University community.
- Expertise in nonprofit financial management, including compliance, endowment management, grant administration, and oversight of multiple revenue streams.
- Demonstrated success in strategic multi-year financial planning, capital budgeting, and investment management to ensure long-term sustainability.
- Strong record of communicating complex financial information clearly to Boards, senior leadership, and external stakeholders.
- Commitment to ethical stewardship of resources, operational excellence, and alignment of financial strategies with the mission, values, and Jesuit Catholic character of the University of San Francisco.
- Ability to integrate financial decision-making with the University's commitment to academic excellence, social justice, and care for the whole person.
- Ability to adapt and respond effectively to a rapidly changing environment and to drive and manage change when needed.
- Ability to operate with humility, honesty, integrity, and kindness.

Bachelor's degree required; Advanced degree such as an MBA, Master's in Finance, Accounting, or Economics preferred; CPA, CMA, CFA, or equivalent certification preferred.

## SALARY RANGE AND ALIGNMENT WITH MISSION

The salary range for this position is \$350,000 to \$400,000, depending on experience and qualifications. Beyond compensation, this role offers the opportunity to steward the University's financial health in service of its Jesuit Catholic mission. The Chief Financial Officer will be a key partner in ensuring that resources are aligned with USF's values—supporting academic excellence, advancing student success, and sustaining the University's distinctive identity of faith, justice, and service.





## ABOUT PRESIDENT ACEVES



Salvador D. Aceves '83, EdD '95 is the first lay and first Latino President of the University, and has a long history with the city and his alma mater. Inaugurated in fall 2025, he looks forward to working closely with the new CFO in a strong, strategic and productive partnership. Read more about President Aceves [here](#).

## ABOUT THE UNIVERSITY OF SAN FRANCISCO

The University of San Francisco is a private Jesuit Catholic university located in San Francisco. USF was founded in 1855 and is dedicated to the liberal arts tradition and its Jesuit Catholic mission. Read more about the University [here](#).

## ABOUT THE SAN FRANCISCO COMMUNITY

USF's 55-acre campus is one block from the center of San Francisco. Learn more about the city [here](#).

## APPLICATION AND NOMINATION PROCESS

Applications for the University of San Francisco's VP/CFO will be received and considered until the position is filled. To ensure full consideration, applications should be received by Friday, April 3, 2026 and must include:

- A letter of interest addressing the strategic opportunities and qualifications identified in this profile;
- A current curriculum vitae; and
- Five professional references with email addresses and telephone numbers, including their relationship to the candidate. *References will not be contacted without prior authorization from the candidate.*

AGB Search is partnering with the University of San Francisco for this search. All application materials will be received in full confidence and should be submitted in PDF format through the AGB Search portal system at: [bit.ly/4jxQEsN](https://bit.ly/4jxQEsN)

Please direct any nominations, expressions of interest, or questions regarding the application process to [USF\\_CFO@agbsearch.com](mailto:USF_CFO@agbsearch.com) or to the AGB Search team:

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### **Margaret (Peggy) Plympton, Ed.D.**

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University of San Francisco Equal Opportunity Statement

## Equal Opportunity and Non-Discrimination Policy

The University of San Francisco is an equal opportunity institution of higher education. The University does not discriminate in employment, educational services or academic programs on the basis of an individual's race (including hair that is part of the cultural identification of an ethnic group or that is a physical characteristic of an ethnic group such as braids, locks or twists), color, ethnicity, religion (including religious creed, dress or grooming practices), ancestry, national origin, age (except minors), sex, gender, gender identity, gender expression, sexual orientation, marital status, medical condition (cancer-related and genetic-related), pregnancy (including childbirth, breastfeeding, or related medical condition), genetic information, mental or physical disability or handicap (including HIV and AIDS disabilities), characteristics such as height, weight, and place of birth, and U.S. (state and federal) military and veteran status or any other basis prohibited by law. The University reasonably accommodates qualified individuals with disabilities under the law.

Human Resources coordinates this policy in relation to the recruiting, compensation, and benefits processes of the University. For inquiries concerning the application of Federal and State Laws and Regulations or to file a complaint regarding employment discrimination, please contact (415) 422-6707 or [humanresources@usfca.edu](mailto:humanresources@usfca.edu). For information on how the University reviews, refers, and supports impacted parties around reports of bias incidents, please visit the Bias Education and Resource Team (BERT) web page.

