



Chief Financial Officer (CFO) ReBUILD Metro

Location: Baltimore, MD

Reports to: President

FLSA Status: Full-time, Exempt

ReBUILD Metro seeks a strategic, results-oriented, and mission-driven leader to serve as its Chief Financial Officer (CFO). The CFO will serve as a strategic partner and trusted advisor to the President and Board at a critical point for the organization as it seeks to leverage recent successes in Baltimore's Broadway East, Oliver, and Johnston Square neighborhoods, significant public and private funding, and other positive momentum towards the goal of solving Baltimore's vacant property crisis.

About ReBUILD Metro

ReBUILD Metro is a nonprofit real estate developer leading long-term, community-driven revitalization in East Baltimore. Through partnerships with residents, mission investors, and public and private stakeholders, ReBUILD Metro restores homes, strengthens blocks, and renews neighborhoods once written off as too distressed to save.

As a leading partner in Baltimore's long-term effort to revitalize **thousands of vacant houses and lots** across the City, ReBUILD Metro is considered the model for Whole Block redevelopment, which has successfully transformed disinvested neighborhoods into thriving, equitable communities. ReBUILD's Whole Block approach has reduced local vacancy rates by over 90%, transforming the neighborhoods where they've focused into healthy, growing communities of opportunity where new and legacy residents can thrive. Leadership for the State of Maryland and the City of Baltimore have embraced ReBUILD Metro's successful redevelopment model as they have committed historic levels of new public funding to transform vacant housing to productive use citywide.

ReBUILD Metro and its partners have proven success with transforming a 50-square-block area of East Baltimore from Baltimore's Mid-Town to the Johns Hopkins Medical Center, where there were once over 1,300 abandoned buildings. That figure is now below 200 vacant properties, with close to 50 that are under development or slated for demolition. ReBUILD Metro has completed a block-by-block plan for advancing the redevelopment of the remaining 150 vacant properties.

Throughout its history, ReBUILD Metro has cultivated a unique partnership among individual donors, corporate and philanthropic foundations in Baltimore, and the community organizers with whom ReBUILD works to transform neighborhoods in East Baltimore. Over the five years from 2020 through 2024, ReBUILD Metro raised over \$20 million in impact investments and over \$10 million in grants and contributions to support its work, with a current goal of raising another \$25 million in investments and \$2 million in annual gifts for ReBUILD's operations. As of calendar year 2024, ReBUILD Metro had nearly \$23 million in total net assets, up from \$14

million in 2023, and net income of \$9 million on a total operating revenue base of \$18 million (including rental income). Total debt stood at \$44 million as of year-end 2024. ReBUILD Metro has completed over 1,000 residential units, 580 of which are located in East Baltimore. Our real estate projects include scattered site single family, multi-family, mixed use commercial, industrial, parks, and greenspaces.

Learn more about ReBUILD Metro's work and success to date at:

- [ReBUILD Metro Website](#)
 - [ReBUILD Metro 2024 Annual Report](#)
 - [AFRO News Article Regarding Johnston Square, November 2025](#)
 - [WYPR Story on New Teacher Housing by ReBUILD Metro, September 2024](#)
 - [WBAL Story on ReBUILD Metro's Work in East Baltimore, May 2022](#)
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Position Overview

The Chief Financial Officer (CFO) is a new ReBUILD Metro role that will report to the President and support ReBUILD Metro's mission-based investors and our real estate development team to secure and structure capital for redevelopment and reinvestment effectively. The CFO will oversee all aspects of financial management, forecasting, asset management, and capital deployment for a mission-focused organization that blends philanthropy, government funding, and private investment. They will work closely with and lead a highly functioning and dedicated finance, accounting, and asset management team that consists today of 5 employees including a Director of Finance and Accounting with the potential to grow through additional positions or contracted vendor support.

This is a rare opportunity to partner with the President and the Board of an established, high-impact nonprofit development organization to execute on an ambitious vision for completion of ReBUILD's work to date in East Baltimore and further expansion at a pivotal time for vacant housing rehabilitation at a scale that has the potential to transform Baltimore City.

Key Responsibilities

Strategic Leadership & Financial Management

- Partner with the President and Board to shape long-term financial strategy in alignment with ReBUILD Metro's mission.
- Partner with the Director of Real Estate and Director of Fundraising to design and implement multi-year financial plans that integrate real estate project finance, organizational operations, and long-term neighborhood investment.
- Oversee all accounting, operating and capital budgeting, financial reporting and analysis, forecasting, risk management and audit functions.
- Partner across the organization to establish, capitalize, and implement recapitalization of legacy real estate assets.

- Partner with ReBUILD Metro’s depository to manage cash, investments, debt, and associated risks.
- Partner with the Director of Property Management to plan and evaluate expansion and growth opportunities.
- Participate in Board and committee meetings related to strategic planning and development, financial performance, audit, investment strategy, and organizational risk management, including presenting information and leading discussion.
- Establish performance metrics and analytic tools that help the organization make informed, mission-aligned decisions and that promote accountability, transparency, and continuous improvement across all departments.

Capital Structure & Mission Investment

- In partnership with the President, lead the strategy and communication for ReBUILD Metro’s mission-based investors.
- Manage investor relations, ensuring transparency, compliance, and timely reporting to individual and institutional investors.
- Work with mission-based investors to design flexible, innovative capital structures suited to complex urban redevelopment.
- Implement tools to provide investors regular updates on (and perhaps real-time access to) investment status, interest payments, and financial reporting.

Real Estate & Development Finance

- Collaborate with the **Director of Real Estate Development** to underwrite projects and assess deal feasibility.
- In Partnership with the Director of Real Estate Development, craft a strategic approach to the use of Low Income Housing Tax Credits, New Market Tax Credits, and Historic Tax Credits in ReBUILD Metro’s redevelopment work.
- Oversee project cash flow modeling, risk analysis, and capital stack assembly.
- Ensure project financing aligns with both financial sustainability and community impact goals.

Collaboration & Organizational Development

- Serve as a strategic partner to the **Managing Director, Director of Real Estate Development**, and **Director of Property Management** to ensure financial integration across departments.
- Develop and mentor finance staff; strengthen internal systems for scalability. Contract for additional third-party financial management expertise and services as needed to strengthen the finance and administrative functions.
- Contribute to strategic planning, policy development, and cross-departmental initiatives.

Baltimore’s Long-Term Reinvestment Initiative

- Play a key leadership role in aligning ReBUILD Metro’s capital strategy with **Baltimore’s long-term vacant property reinvestment initiative** — the city- and state-led effort to transform thousands of vacant homes and blocks.

- Ensure ReBUILD Metro remains at the forefront of community-led and sustainable redevelopment.
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Qualifications

- 10+ years of progressively responsible experience in finance and real estate development, and some knowledge of or experience in impact investing.
 - Deep understanding of complex capital stacks, including debt, equity, subsidy, and mission investment instruments.
 - Deep knowledge of nonprofit accounting, Form 990, fund accounting, cost allocation, and restricted funds compliance.
 - Demonstrated success in managing organizational and project-level financial strategy.
 - Strong understanding of government financing programs and tax credits (LIHTC, NMTC, Historic, etc.).
 - Strong leadership, communication, and relationship-building skills across diverse stakeholder groups; demonstrated ability to translate financial data into analysis and strategic recommendations for leadership.
 - Knowledge of financial management software, reporting and analytic tools, and technology innovations.
 - Experience in community development, affordable housing, or nonprofit finance preferred.
 - Bachelor's degree required; MBA or related professional degree strongly preferred but not required.
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Personal Qualities

- Mission-driven with a commitment to equitable neighborhood revitalization.
 - Innovative and pragmatic — able to design creative financial structures within real-world constraints.
 - Collaborative, transparent, and grounded in integrity.
 - A high level of emotional intelligence, cultural sensitivity, and interpersonal skills; ability to effectively engage and influence key stakeholders and decision-makers.
 - Proven ability to structure, lead, and inspire high-performing teams.
 - The ability to anticipate future trends and consequences accurately and to create flexible strategies and plans.
 - Comfortable working at both strategic and hands-on levels.
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Recruitment Process

The search is being conducted by ReBUILD Metro in collaboration with Grady Advisory. Interested applicants should send a PDF cover letter and resume to

recruitment@rebuildmetro.com. Submissions will be reviewed and the recruitment process will be managed by Rosalind White of ReBUILD Metro Human Resources and Helene Grady of Grady Advisory. The email address can also be used for all other inquiries or to nominate a candidate.

Resume reviews begin immediately. For consideration, please send resume including salary requirements and cover letter to recruitment@rebuildmetro.com no later than January 16, 2026. Earlier applications are encouraged due to the pace of the search.

ReBUILD Metro offers a comprehensive benefits package including medical, dental, vision, life insurance, short and long-term disability, paid time off (PTO), and employer match 401(k) plan.

Salary range is \$185,000-\$225,000 commensurate with experience.

ReBUILD Metro is an equal opportunity employer. All applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, age, genetic information, or pregnancy, or any other characteristic protected by law.