



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. 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. The next phases of ReBUILD Metro's work focus on completing the work in the original East Baltimore footprint and scaling its operations to address the City and State's \$3 billion Baltimore Vacants Reinvestment Initiative (BVRI).

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](#)

Position Overview

The Chief Financial Officer (CFO) is a new ReBUILD Metro role that will report to the President and focus on securing and structuring capital for redevelopment and reinvestment effectively. The CFO will oversee all aspects of financial management, forecasting, asset management, capital deployment, and investor relations for a mission-focused organization that blends philanthropy, government funding, and private investment. They will work closely with and lead the finance, accounting, and asset management team that consists today of 5 employees.

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. In particular, the CFO will design and execute the financial strategy for the organization, enhance and oversee investor relations, and ensure integrated planning and reporting across the organization as well as optimal business processes, leveraging technology, to support efficient and transparent operations.

Key Responsibilities

Strategic Leadership & Financial Management

- Oversee all accounting, operating and capital budgeting, financial reporting and analysis, forecasting, cash management, risk management and audit functions.
- Partner with the President and Board to shape long-term financial strategy in alignment with ReBUILD Metro's mission, in close collaboration with the Managing Director and the Director of Real Estate Development.
- Design and implement multi-year financial plans and scenario models that integrate real estate project finance, organizational operations, and long-term neighborhood investment, including recapitalization of legacy real estate assets.
- Partner with the Director of Property Management to plan and evaluate expansion and growth opportunities for the property management enterprise.
- Establish analytic tools and leverage technology that help the organization make informed, mission-aligned decisions and that promote accountability, transparency, and efficiency across all departments.

Capital Structure & Investor Relations

- In partnership with the President, lead the strategy, communication, and reporting for ReBUILD Metro's mission-based investors.
- Work with mission-based investors to design flexible, innovative capital structures suited to complex urban redevelopment.

Real Estate & Development Finance

- Collaborate with the Director of Real Estate Development to underwrite projects and assess deal feasibility, including use of tax credits.
- Oversee project cash flow modeling, risk analysis, and capital stack assembly, ensuring alignment with financial sustainability and community impact goals.

Qualifications

- 20+ years of progressively responsible experience in finance and real estate development, including experience managing investor relations. Experience in community development or affordable housing preferred.
- Demonstrated ability to translate financial data into analysis and strategic recommendations for leadership. Experience with financial management software, reporting and analytic tools, and technology innovations.
- Understanding of complex capital stacks, including debt, equity, subsidy, and mission investment instruments.

- Demonstrated success in developing and managing organizational and project-level financial strategy. Strong leadership, communication, and relationship-building skills across diverse stakeholder groups and a propensity for building and developing strong teams.

Personal Qualities

- Mission-driven with a commitment to equitable neighborhood revitalization.
- Innovative and pragmatic — able to design creative solutions 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.
- Anticipatory thinking to create flexible strategies and plans.
- Comfortable working at both strategic and hands-on levels.

Recruitment Process

For consideration, please send resume and cover letter, including salary requirements, to recruitment@rebuildmetro.com.

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.