



Controller ReBUILD Metro

Location: Baltimore, MD
Reports to: Chief Financial Officer
FLSA Status: Full-time, Exempt

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.

Position Overview

The Controller is a senior leader on the Finance team at ReBUILD Metro, reporting to the Chief Financial Officer (CFO) and leading a skilled accounting team. The Controller will oversee all accounting, budgeting, financial reporting, audit, and financial compliance functions. The Controller will directly supervise and develop a team of four accounting and finance staff, including an Assistant Controller, Manager of Finance & Compliance, Compliance Accountant, and Accounts Payable Associate. The Controller works primarily in-person at the ReBUILD Metro offices in Baltimore.

Key Responsibilities

- Oversee all accounting, budgeting, monthly and annual financial reporting, audit, and financial compliance functions including grant accounting and compliance.
- Design, implement, and maintain a robust system of internal controls to safeguard organizational assets and ensure the accuracy and integrity of financial data.
- Manage the month-end and year-end close processes, ensuring timely and accurate reconciliation of all accounts.
- Oversee accounts payable, accounts receivable, and payroll functions, ensuring accuracy and appropriate segregation of duties.
- Coordinate preparation and timely filing of all required tax returns, including the annual Form 990, in partnership with external auditors or advisors.
- Oversee property-level accounting across ReBUILD Metro's rental portfolio.
- Oversee accounting systems and software, managing vendor relationships, user access, and upgrades to ensure data integrity and operational efficiency.

- Monitor cash flow, prepare cash forecasts, and develop a cash management system that ensures liquidity and mitigates financial risk.
 - Support the CFO in multi-year budget modeling and scenario analysis by providing timely, accurate data and financial projections.
 - Partner with the CFO to manage investor relations, ensuring transparency, compliance, and timely reporting to individual and institutional investors.
 - Collaborate with the CFO and other senior leadership to align financial management with organizational goals and support program operations.
 - Participate in Board and committee meetings related to financial performance and audit.
 - Establish performance metrics and business processes and systems that help the organization make informed, mission-aligned decisions and to perform business operations effectively and efficiently.
 - Develop and mentor finance staff; strengthen internal systems for scalability.
 - Contribute to strategic planning, policy development, and cross-departmental initiatives.
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Qualifications

- 7+ years of progressively responsible experience in accounting.
 - Deep knowledge of GAAP, including nonprofit accounting standards and experience applying revenue recognition rules to grants and contributions.
 - Experience with fund accounting and multi-entity consolidation, including management of multiple project-specific entities with distinct capital structures.
 - Experience with government financing programs and tax credits (LIHTC, NMTC, Historic, etc.).
 - Experience with Yardi financial management software is strongly preferred.
 - Strong leadership, communication, and relationship-building skills across diverse teams.
 - Bachelor's degree required. CPA preferred.
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Personal Qualities

- Mission-driven with a commitment to equitable neighborhood revitalization.
 - Innovative and pragmatic — able to design creative, efficient, and effective business systems and processes within real-world constraints.
 - Collaborative, transparent, and grounded in integrity.
 - Strong attention to detail and organizational skills.
 - Experience driving automation and leveraging technology toward effective and efficient business processes and accurate reporting.
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Recruitment Process

- For consideration, please send resume, salary requirements, and cover letter 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 \$130,000 to \$145,000 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.