



Gila River Telecommunications, Inc.

JOB TITLE: Chief Financial Officer

REPORTS TO: Chief Executive Officer

DEPARTMENT: Accounting

FLSA STATUS: Exempt

JOB SUMMARY: The Chief Financial Officer (CFO) provides strategic, operational, and financial leadership for the organization and its affiliated entities. This role is responsible for developing and executing financial strategies that support growth, innovation, operational efficiency, and long-term sustainability within a broadband service provider environment. The CFO partners closely with executive leadership and the Board of Directors to drive financial planning, forecasting, financial modeling, and business case analysis while fostering a culture of accountability, collaboration, and forward-thinking across the organization. The CFO oversees regulatory, accounting, purchasing, inventory management, and warehouse operations, ensuring strong financial controls, scalable processes, and data-driven decision-making across the companies.

KEY RESPONSIBILITIES

Strategic Financial Leadership:

- Develop, implement, and execute comprehensive financial strategies aligned with organizational goals, growth initiatives, and evolving broadband industry dynamics.
- Lead the development of short- and long-term financial plans, forecasts, capital budgets, and operating budgets.
- Provide executive-level financial analysis, modeling, and business case development to support new initiatives, technologies, systems, and service offerings.
- Act as a strategic advisor to the CEO and Board of Directors, presenting financial insights, risks, and opportunities in a clear and actionable manner.

Financial Planning, Analysis & Reporting:

- Oversee financial forecasting, budgeting, variance analysis, and performance reporting across all business units.
- Prepare and present accurate, timely, and transparent financial reports to executive leadership and the Board.
- Ensure compliance with GAAP, Part 32 accounting, applicable regulatory requirements, and internal financial policies and controls.
- Safeguard company assets and ensure integrity of financial records and reporting.

Risk Management, Insurance & Contract Oversight:

- Provide executive leadership for the organization's enterprise risk management framework, identifying, assessing, and mitigating financial, operational, regulatory, contractual, and strategic risks across all entities and operations.
- Provide executive oversight of contract management and risk assessment, ensuring financial, operational, and compliance risks are identified and addressed throughout the contract lifecycle.
- Partner with legal, operations, engineering, IT, and sales leadership to ensure contracts align with financial strategy, risk tolerance, regulatory requirements, and operational objectives.
- Ensure material contract terms including pricing structures, capital commitments, service-level agreements (SLAs), renewal provisions, and termination clauses are evaluated for financial impact and appropriately reflected in forecasts and financial reporting.
- Provide regular risk, insurance, and contract exposure updates to executive leadership and the Board of Directors, including trends, exposures and mitigation strategies.
- Oversee the development, implementation, and ongoing monitoring of risk management policies and internal controls to protect company assets, ensure financial integrity, and support business continuity.
- Serve as executive owner for the company's insurance program, including evaluation, procurement, and ongoing management of insurance policies such as general liability, property, cyber, workers' compensation, auto, and other relevant coverages.
- Partner with legal counsel, insurance brokers, and external advisors to ensure appropriate coverage levels, competitive premiums, and alignment with organizational risk tolerance.
- Oversee insurance renewals, claims management, and loss control strategies to minimize financial exposure and improve long-term cost efficiency.
- Collaborate cross-functionally with operations, engineering, IT, HR, and safety leadership to proactively identify emerging risks related to network infrastructure, construction activities, cybersecurity, regulatory compliance, and workforce safety.
- Ensure accurate financial reporting and reserves related to risk exposure, claims, and insurance liabilities.

Leadership & Team Development:

- Lead, mentor, develop high-performing accounting, regulatory and finance teams, fostering a culture of accountability, collaboration, and continuous improvement.
- Provide clear direction, coaching, and professional development for regulatory, finance, accounting, purchasing, inventory, and warehouse leadership.
- Encourage innovative, out-of-the-box thinking and critical analysis to challenge assumptions and improve financial and operational outcomes.

Operational Oversight:

- Oversee accounting, purchasing, inventory management, and warehouse functions to ensure efficient, scalable, and cost-effective operations.
- Partner with operations, engineering, IT, and sales leadership to align financial strategy with network expansion, capital investments, and service delivery.
- Evaluate and improve financial systems, tools, and processes to support growth, automation, and enhanced reporting capabilities.

Innovation & Forward Thinking:

- Support evaluation and adoption of new technologies, financial systems, and process improvements to enhance efficiency, accuracy, and scalability.
- Use critical thinking and creative problem-solving to support new ideas, business models, and operational approaches within the broadband services environment.
- Lead financial due diligence and analysis for mergers, acquisitions, partnerships, and major capital initiatives, as applicable.

Regulatory & Compliance Oversight:

- Provide executive oversight of the regulatory team, ensuring full compliance with Federal Communications Commission (FCC), National Exchange Carrier Association (NECA), and other applicable federal, state, and tribal regulatory requirements.
- Oversee financial and regulatory reporting related to cost studies, access charges, Universal Service Fund (USF), NECA pools and settlements, and other regulated revenue streams.
- Ensure regulatory filings, reporting, and audits are accurate, timely, and aligned with financial records, forecasts, and internal controls, including compliance with FCC Part 32 and other applicable accounting and reporting standards.
- Partner closely with regulatory leadership, external consultants, and auditors to support rate development, compliance reviews, examinations, and regulatory inquiries.
- Advise executive leadership and the Board of Directors on regulatory risks, financial impacts of regulatory changes, and strategic considerations related to operating as a regulated rural telecommunications provider.

SKILLS AND COMPETENCIES:

Executive & Strategic Leadership

- Proven executive leader with the ability to set financial direction and influence enterprise-wide strategy
- Trusted advisor to the CEO and Board, capable of balancing fiduciary responsibility with growth and innovation
- Demonstrated ability to lead through complexity, regulatory environments, and organizational change

Advanced Financial Strategy & Acumen

- Deep expertise in financial planning, forecasting, capital budgeting, and long-range financial strategy
- Expert-level financial modeling, scenario analysis, and business case development
- Strong understanding of capital investment evaluation, ROI, and broadband infrastructure economics
- Ability to translate complex financial data into clear, decision-ready insights for executive and Board audiences

Risk, Governance & Contract Oversight

- Strong command of enterprise risk management, internal controls, and financial governance
- Experience assessing financial and contractual risk across vendors, construction, technology, and service agreements
- Ability to align risk management with organizational growth objectives and operational realities

Innovation, Critical Thinking & Forward Vision

- Forward-thinking leader who challenges assumptions and supports innovative technologies, systems, and business models
- Strong critical-thinking skills with the ability to evaluate tradeoffs, risk exposure, and alternative strategies
- Continuous-improvement mindset focused on scalability, efficiency, and long-term sustainability

Operational & Cross-Functional Leadership

- Broad operational understanding of accounting, procurement, inventory, warehouse, and contract oversight functions
- Strong partnership mindset with operations, engineering, IT, legal, HR, and sales leadership

- Ability to align financial governance with execution across network expansion and service delivery initiatives

Executive Communication & Influence

- Exceptional executive-level communication skills, both written and verbal
- Ability to present financial strategy, risk, and performance clearly to Boards, regulators, and senior stakeholders
- Skilled collaborator who builds trust and alignment across diverse leadership teams

People Leadership & Talent Development

- Proven ability to build, mentor, and retain high-performing finance and accounting leadership teams
- Strong delegation, coaching, and succession-planning capabilities
- Commitment to fostering accountability, professional growth, and ethical leadership

EDUCATION AND EXPERIENCE:

- Bachelor's degree in finance, accounting, business administration, or a related field (master's degree preferred).
- Minimum of 10 years of progressive financial leadership experience, including direct experience leading accounting and finance teams within a broadband service provider or telecommunications environment.
- Demonstrated expertise in financial planning, forecasting, modeling, and business case analysis.
- Strong leadership presence with the ability to influence, collaborate, and communicate effectively at all organizational levels.
- Proven experience overseeing accounting operations, purchasing, inventory management, and warehouse functions.
- Deep understanding of GAAP, Part 32 accounting principles, financial controls, and regulatory compliance.
- Professional certification such as a CPA is required.

Note: Any equivalent combination of education, training, and experience that would enable the applicant to satisfactorily perform and meet the duties required of the position may be considered in meeting the stated minimum requirements

ESSENTIAL JOB FUNCTIONS:

The physical demands are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Must be able to use hands, to sit, lift up-to 20 lbs., stoop, bend, reach with hands/arms.
- Must be able to sit for extended periods of time.
- Requires the ability to speak, read, write, see, and hear to perform essential duties of the job. (Must communicate clearly in English.)
- Must be able to perform and complete multiple tasks.
- Some travel may be required.

ADDITIONAL REQUIREMENTS:

- Financial Background Disclosure may be required.
- Will be asked to provide 39 months driving record. Position requires insurability under GRTI insurer requirements.
- Will be required to pass a pre-employment drug test and background check.

As a matter of Company policy, all employment is on an at-will basis, meaning that employment shall last for so long as mutually agreeable. Either the employee or the Company may terminate the employment at any time with or without cause.

Preference in filling vacancies is given to qualified enrolled Gila River Community Members, other Indians, and non-Indian spouses of officially enrolled Community members in accordance with Tribal Employment Rights Office (T.E.R.O.) Ordinance (No. GR-02-09, Gila River Indian Community).

Gila River Telecommunications, Inc. is an Equal Opportunity/Affirmative Action Employer, subject to Indian Hiring Preference.