



Fractional Chief Financial Officer (CFO) – Pure Strategies

Location: Flexible/Remote

Commitment: Part-time

About Us

Pure Strategies seeks a Fractional CFO to contribute to our company's efforts to transform business to create a more sustainable future. For over 25 years, Pure Strategies has helped leading companies garner the business benefits of sustainability through improvements in strategy, operations, products, and supply chains. We are seeking a part-time CFO to join our company and play a pivotal role in guiding our financial operations and shaping our future growth.

Key Responsibilities

- Run and oversee all **regular financial operations**, including bookkeeping, accounts payable/receivable, payroll, budgeting, cash flow, and compliance.
- Provide regular financial reporting, variance analysis, and insights to support effective decision-making.
- Actively participate as a **key member of the leadership team**, contributing to strategy development and execution.
- **Advise the leadership team** on strategic business decisions, investments, and risk management.
- Manage and lead **end-of-year financial processes**, including working with our accountant on tax filings and the preparation of financial statements.
- Foster open, **collaborative relationships with all team members**, offering financial guidance in a clear, approachable manner.
- Ensure the firm's financial practices, policies, and internal controls align with industry best practices, supporting sustained growth and alignment with B Corp certification.
- Work with internal support staff to prepare financial statements and KPIs.
- Lead and collaborate with external service providers such as bookkeepers, accountants, legal advisors, and vendors as needed.
- The weekly commitment is expected to vary (e.g., peak moments during reporting, planning, and tax season) but average ~ 1.5 days per week and may increase based on potential additional responsibilities.

Qualifications

- Proven experience as a CFO, Finance Director, Controller, or similar executive finance leadership role **within a consulting firm**—preferably with small or boutique firms.
- Strong background in accounting, financial management, and budgeting, especially in a professional services context. CPA or similar credential is not required but is preferred.
- Demonstrated success advising on business strategy and financial planning at the leadership level.
- Excellent interpersonal and communication skills, with the ability to **connect with all team members**.
- Agile, proactive, and comfortable operating hands-on in a small, entrepreneurial environment.
- Experience managing end-of-year financials, audits, compliance, and review of tax returns.
- High integrity, discretion, and sound judgment.
- Experience with company administrative support (e.g., Information Technology, Legal, and other) desired but not necessary.

Why Join Us?

- Engage with a passionate team that values your expertise and welcomes new ideas.
- Work with a purpose-driven business, making a difference with leading companies.
- Flexible, remote work arrangements tailored to your schedule.
- Have a direct impact on the firm's direction and success.

Work Environment

This position requires residence in the contiguous United States. Applicants must be U.S. citizens or lawful permanent residents with unrestricted authorization to work in the United States. No temporary employment visas or visa sponsorship of any kind will be considered or provided. This is a telecommuting role since the company employs a virtual office environment. Attendance at in-person meetings 2-3 times per year is expected, generally held on the East Coast.

How to Apply

Applications will be reviewed as they are received. Applying early is recommended. Applications will be accepted up to November 1st. Complete applications must include a cover letter and a current resume. Send your application to: hr@purestrategies.com with the subject heading: Fractional CFO.

Pure Strategies is committed to creating a diverse environment and is proud to be an equal opportunity employer. We are a certified B Corporation and strive to consider all qualified applicants for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status, as well as other protected statuses as required by applicable law.

Pure Strategies, Inc.

Pure Strategies is a leading U.S. sustainability-consulting firm founded in 1998 and a certified B Corporation. We help organizations enhance their environmental and social performance through green product design and production, the use of sustainable materials, strong community relationships, and transparent measures of progress. Our consultancy team comprises experts in corporate sustainability strategy, green product design, clean manufacturing, and material and chemical assessments. For more information, see www.purestrategies.com.

If you thrive in a small firm environment, enjoy collaborating closely with leadership and staff, and are passionate about working for a purpose-driven business and driving financial and strategic excellence, we would love to meet you!

Pure Strategies is an equal-opportunity employer