



Laurel Hill

Position Profile



Director of Finance

[Laurel Hill Cemetery](#), founded in 1836, is a Philadelphia regional landmark where history, art, nature, and community converge across nearly 265 acres of breathtaking landscape. Comprising two historic properties, each perched dramatically above the Schuylkill River: one in Philadelphia near East Falls, and the other in Bala Cynwyd, Montgomery County, Laurel Hill was a pioneer of America's rural cemetery movement and remains a national leader in [reimagining what cemeteries can be](#).



From its earliest days, Laurel Hill was designed as much for the living as for the dead. Predating Fairmount Park by more than two decades, it served as Philadelphia's first true public green space. Today, joggers, cyclists, dog walkers, and history enthusiasts share the grounds with families honoring loved ones. The cemeteries are the final resting place for over 100,000 individuals, including forty Civil War generals and many of Philadelphia's most celebrated leaders. The grounds are an accredited arboretum with over 8,500 trees and shrubs representing more than 1,000 species, and in 1998, Laurel Hill became the first cemetery in America designated a [National Historic Landmark](#).

Laurel Hill's structure reflects [its unique history](#): two separate cemetery companies, a funeral home, and the Friends of Laurel Hill, a nonprofit dedicated to preservation and programming, work in concert under unified leadership. The organization is entering a pivotal chapter, with an ambitious vision for long-term sustainability.

Position Overview

The Director of Finance is a strategic finance leader reporting to the CEO, responsible for strengthening Laurel Hill's financial infrastructure and positioning the organization for its next era of growth. The role combines traditional accounting responsibilities with the opportunity to serve as a thought partner to the CEO and Board, bringing financial clarity to complex decisions and long-term planning.

The incoming Director will join a dedicated team with deep institutional knowledge of Laurel Hill's operations and history. Success will require building strong collaborative relationships internally while bringing fresh perspective on systems, analysis, and strategic planning.

The Director will oversee all aspects of financial management across multiple related entities, lead the modernization of legacy financial systems, and provide the kind of sophisticated analysis and insight that enables confident decision-making at the board and leadership level. This role requires someone who can see both the forest and the trees; comfortable diving into accounting details while never losing sight of the bigger strategic picture.

Key Responsibilities

Financial Strategy & Analysis

- Serve as a strategic thought partner to the CEO on all financial matters, providing analysis and recommendations that inform organizational direction.
- Lead annual budgeting and multi-year forecasting processes across all entities.
- Develop financial models to support strategic planning, scenario analysis, and capital planning decisions.
- Analyze financial performance, trends, and variances to provide actionable insights to leadership and the Board.
- Prepare board-ready financial presentations, dashboards, and reports that translate complexity into clarity.
- Provide enterprise-wide financial oversight to ensure alignment across entities and identify opportunities for improvement.

Accounting Operations & Systems

- Oversee all accounting functions including general ledger management, financial reporting, and audit coordination for multiple entities.
- Lead the transition from legacy financial systems to modern, cloud-based platforms—a critical organizational priority.
- Review, improve, and document accounting processes and internal controls.
- Coordinate with external auditors and ensure compliance with GAAP and regulatory standards.
- Evaluate and optimize the finance team structure to support organizational needs effectively.

- Mentor and develop finance team members, building analytical and financial management capabilities.

Treasury, Investments & Cash Management

- Lead cash flow forecasting, liquidity planning, and working capital optimization.
- Manage banking relationships and oversee investment policies.
- Engage productively with Brown Brothers Harriman and the Investment Committee on portfolio matters, bringing credibility and financial acumen to discussions of private investments and long-term asset allocation.
- Support the Chief Administrative Officer as directed on risk management initiatives, including insurance and financial compliance.



Qualifications

Education & Experience

- Bachelor's degree in Finance, Accounting, Economics, or related field required; MBA, CPA, or CFA preferred.

- 8-12+ years of progressive experience in finance, with strong FP&A background and meaningful treasury/investment exposure.
- Experience with financial systems implementation and modernization strongly preferred.
- Track record of success in organizations with complex structures; experience in both nonprofit and for-profit environments a plus.
- Demonstrated success in financial modeling, forecasting, and strategic analysis.
- Experience managing or overseeing accounting teams.
- Comfort engaging with boards, investment committees, and external financial partners.

Skills & Attributes

- A natural communicator who can translate complex financial information into clear, actionable insight for varied audiences—from staff to board members to external partners.
- Strategic thinker with hands-on orientation; equally comfortable building a financial model and presenting to the board.
- High integrity, sound judgment, and the ability to build trust quickly.
- Collaborative and respectful of institutional knowledge while bringing fresh perspective and constructive challenge.
- Emotionally intelligent, with the ability to build a strong partnership with the CEO and work effectively within a unique governance structure.
- Genuine curiosity, a positive outlook, and a sense of humor—someone who brings energy and warmth to their work and helps create an environment where colleagues want to do their best.
- Appreciation for Laurel Hill's mission and the deeply personal nature of the work, even when focused on spreadsheets and systems.

Search Team

Laurel Hill has retained Criterion Search Group to identify a Director of Finance. For more information regarding this leadership opportunity or to apply, please contact Criterion Search Group at administrator@criterionsg.com or 610-581-0590.