



**PATHWAYS**  
**EXECUTIVE SEARCH**



Kurupohpano village, Tumucumaque, Amazonia, Kamikia Kisedje (Kisedje)

## **NIA TERO**

### **SENIOR DIRECTOR, FINANCE**



**NIA**  
**TERO**

Thriving Peoples • Thriving Places





Wayfinders Circle Members, Mongolia, Daniel Lin

Nia Tero – a global organization that exists to support the self-determined needs of Indigenous Peoples who sustain thriving territories and cultures – is searching for a new **Senior Director, Finance**. Reporting to the Chief Administrative Officer, the Senior Director, Finance will hold a pivotal role in ensuring the organization's fiscal responsibility, transparency, and sustainability.

Nia Tero provides funding, training, and access to networks for its partners, contributing to strengthening Indigenous Peoples' guardianship globally. In 2024, Nia Tero awarded 117 grants to individuals and organizations around the world, and more than \$24 million in funding to protect more than 130 million hectares of lands and waters in 33 biocultural settings. The organization is entering the first year of a new five-year strategy and is seeking candidates who thrive in a fast-paced environment, adapt quickly to change, and seek to strengthen the impact of a mission-driven organization.



# The Organization

Established in 2017, Nia Tero is a global bridging organization that brings Indigenous Peoples and allies together to advance what the organization calls Indigenous Peoples' guardianship.<sup>[1]</sup> Their partnerships with Indigenous Peoples are explicitly structured to honor self-determination, respect time-honed knowledge and ways of being and build trust while upholding the sacred value of reciprocity. To achieve this, Nia Tero works in solidarity with Indigenous peoples to safeguard their ancestral, thriving territories and ways of being, collaborating on essential global efforts towards a vibrant and habitable future Earth.

The Nia Tero team is international and based across South America, the Pacific Islands, Asia, and North America, with a large contingent at the organization's Seattle headquarters. The team speaks many languages, including English, Spanish, Portuguese, French, and a wide range of Indigenous Peoples' languages.

## VISION

Nia Tero's vision is that Indigenous Peoples' guardianship is enabled everywhere possible on Earth as part of a just and vibrant future.

## MISSION

Nia Tero's mission is to directly support Indigenous Peoples' guardianship and elevate the role and influence of Indigenous Peoples as essential to ensuring planetary health and habitability.

## GUIDING PRINCIPLES

Implicit in Nia Tero's vision and mission is recognizing and prioritizing Indigenous Peoples' rights, sovereignty, self-determination, and cultural vitality within and beyond their homelands and waters.

All Nia Tero's work adheres to the following principles:

- Follow and respect the collective rights and self-determination of Indigenous Peoples.
- Respect the diverse ways and means of Indigenous Peoples in how we work.
- Take guidance from Indigenous Peoples, and their kinship with the Earth.
- Recognize the wisdom and value of the full diversity of life.
- Work in solidarity with Indigenous Peoples in everything we do.

[1] Indigenous Peoples' guardianship - the ability of Indigenous Peoples to act upon an inherent right and acceptance of responsibility to govern and manage collective territory using their own laws and values. Nia Tero honors the diverse ways in which people understand this term; for us it is linked to cultures, languages, and practices that have developed in tandem with thriving land, water and place, and has a vital inter-generational dynamic.

## NIA TERO'S PARTNERSHIP MODEL

Nia Tero works to establish and nurture long-term, trust-based partnerships with Indigenous Peoples to support their guardianship of collective territories. The organization does this by providing direct funding via grants and contracts to Indigenous Peoples' organizations, networks, and trusted allies worldwide. Nia Tero also works to increase recognition and support of the vital role of Indigenous Peoples in maintaining a healthy planet – through their leadership, knowledge systems, and longstanding cultural practices.

Nia Tero aims to build partnerships with Indigenous Peoples that respect their self-determination and foster mutual trust. To achieve this, the organization has developed a model based on guidance from its advisors. The organization's approach responds to diverse priorities based on the goals of Nia Tero's Indigenous partners and is adaptable, as the organization provides support based on each partner's requirements and needs during a grant cycle and responds to evolving relationships with other stakeholders. This approach has taught Nia Tero the importance of funding Indigenous Peoples' organizations in a manner that suits their needs.

The Nia Tero partnership approach has also demonstrated the value of flexibility and openness to each organization's unique needs. Adaptability fosters transparent communication, allowing its partners to share their needs and concerns openly, strengthening its relationships and enhancing every collaboration's effectiveness. Through this model, Nia Tero builds durable partnerships resulting in the ability of Indigenous Peoples to carry out their self-determined goals.

Nia Tero finalized a new five-year strategic plan (2025-2029) at the end of 2024. Goals within the strategic plan include:

- **Sustain and Expand** a global assemblage of partnerships with Indigenous Peoples that serve their guardianship of territories, rights, and sovereignty.
  - Outcomes and Priorities: Nia Tero partners with Indigenous Peoples who live and share historical continuity within ancestral territories managed collectively. Because Indigenous Peoples practice guardianship in distinct geographic, cultural, and ecological spaces, each region has its own set of priorities.
- **Bridge the Fields** of conservation, development, philanthropy, and social justice to influence a more cohesive field serving Indigenous Peoples' guardianship.
  - Outcomes and Priorities: Nia Tero will draw upon relationships and lessons learned with our partners in Goal 1 to contribute to and inspire Indigenous Peoples' guardianship in areas beyond the scope of our direct partnerships.

Learn more about Nia Tero's past impact and initiatives in its [Annual Reports](#).

# Governance

|                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Board of Directors</b> | Nia Tero’s Board of Directors are majority Indigenous, includes Nia Tero’s founding partners, other individuals of goodwill, and globally recognized representatives of Indigenous Peoples and local communities. The Board is accountable for providing counsel, insight, oversight, and direction on Nia Tero’s strategy.                                                                                                                                                                              |
| <b>Advisory Council</b>   | Nia Tero’s global Advisory Council, comprises Indigenous leaders from around the world and two expert philanthropic observers. It provides additional guidance and wisdom to the organization’s Board and Executive Team. The Advisory Council advises on Nia Tero’s institutional culture and relationships, growing a global set of partnerships to amplify Indigenous Peoples’ voices and influence, secure thriving homelands and waters within partner territories, and fulfill Nia Tero’s mission. |
| <b>Executive Team</b>     | Nia Tero’s Executive Team comprises leaders from diverse non-Indigenous and Indigenous identities and life experiences who carry forward Nia Tero's mission and vision while guiding the team at Nia Tero's headquarters and around the world.                                                                                                                                                                                                                                                           |

# The Role

Reporting to the Chief Administrative Officer, the Senior Director, Finance will lead the financial management, budgeting, planning, and annual audit processes. As a member of senior leadership, the Senior Director, Finance will hold a pivotal role in ensuring the organization's fiscal responsibility, transparency, and sustainability.

In all areas of work, the role will be rooted in Indigenous Ways and Means (IWM) and model Nia Tero’s value of reciprocity which the organization views as the way of life that centers mutual exchange and sharing amongst all beings, past, present, and future, seen and unseen, and the Earth.

# Responsibilities

## Financial Management

- Collaborate with the Executive Team to set financial objectives and long-term financial planning.
- Prepare and present financial reports and forecasts to the Executive Team and senior leadership.
- Effectively communicate and present financial outlooks, statements, and budgets to the Board of Directors and other key stakeholders.
- Oversee all financial aspects of the organization, including budgeting, forecasting, financial reporting, and compliance.
- Ensure accurate and timely financial reporting to support decision-making.
- Manage cash flow, investments, and financial risk to safeguard the organization's financial health.
- Ensure compliance with all relevant financial regulations and reporting requirements, both nationally and internationally.
- Oversee annual audit process and 990 preparations in coordination with external CPAs.
- Collaborate with the Development team to ensure accurate and timely financial reporting to grantors and donors.
- Oversee financial aspects of grant applications, compliance, and reporting.
- Be accountable for the design of all financial board reports and analysis for relevant board committees.
- Supervise the development and implementation of Nia Tero's investment portfolio.

## Budgeting and Planning

- Lead the annual budgeting process, working closely with teams to align budgets with organizational and strategic priorities.
- Monitor budget and deliver financial reports, statements, and financial forecasts to the Executive Team and Leadership team, as needed.
- Provide financial insights and analysis to inform strategic decisions and organizational planning.
- Evaluate financial strategies and initiatives for their impact on Nia Tero's mission and sustainability.

# Responsibilities continued

## People and Resource Management

- Lead and mentor a high-performing finance team focused on accuracy, efficiency, and collaboration.
- Foster a culture of collaboration and creativity, focusing on optimizing the productivity and effectiveness of the team.
- Lead by example using a hands-on approach to management and an open-door policy.
- Direct, counsel, and coach team members, meeting regularly to discuss objectives, observations, progress, and results.
- Monitor work performance to ensure productivity and that the needs of the organization are met.
- Report and present financial updates to the Board of Directors.

In close consultation with senior leadership, this position has budget accountability in areas of key responsibilities. This role is expected to guide resource decisions and ensure efficient use of funding and staff time.

## Salary & Benefits

- The salary for this position is USD\$ 183,000- 203,000 annually, based on experience. Nia Tero's compensation program is US-based, and pay ranges are representative of compensation in the US market. For positions outside of the US, pay rates are determined based on the applicable local regional market.
- This is a full-time, permanent position, and qualifies for healthcare benefits (medical, dental and vision), 401K, and paid time off (including vacation leave, sick leave, and personal days).



Opening Ceremony of UNPFII 2024 Lenapehoking, North America, Linda Dutan (Cañari)

# The Candidate

The successful candidate for this role will have the following:

## EDUCATION & EXPERIENCE

- A bachelor's or associate degree in accounting or finance, or equivalent work experience\*.
- Seven to 10 years' experience in an accounting or finance-related position with increasing scope of responsibility.
- Strong written and verbal skills.
- Experience with nonprofit and GAAP accounting principles.
- Ability to model complex scenarios, create budgets, and analyze variances.
- Demonstrated ability to present complex financial information in clear, understandable terms, using visual models and other formats.
- CPA preferred.

\*A combination of education, training, and experience which has provided theoretical and practical knowledge will be evaluated for equivalency.

## KNOWLEDGE, SKILLS, & ABILITIES

The successful candidate will:

- Demonstrate strong organizational, time management and project management skills, with the ability to manage diverse tasks in a dynamic, high-volume environment with a high level of proficiency and keen attention to detail.
- Possess strong analytical skills, with an ability to troubleshoot, problem-solve, and effectively and efficiently make decisions.
- Thrive in team settings, demonstrating patience and objectivity in challenging situations with diverse individuals and cultures.
- Have strong communication skills, including active listening, clear and confident articulation, and the ability to foster positive, timely, and appropriate communication amongst team members.
- Continue their own education by staying informed of industry trends, learning new skills, and sharing relevant information with others.
- Possess working knowledge of Sage Intacct or similar accounting software.
- Have advanced skills in Excel and other related reporting software.
- Be able to visualize and design charts, graphs, and other financial models.



# The Candidate continued

- Have lived experience working directly with Indigenous Peoples and communities and demonstrated understanding about issues and challenges facing Indigenous Peoples and communities.
- Have demonstrated success working with nonprofit organizations, non-governmental or other mission driven entities, preferable within global, environmental, Indigenous rights sectors.
- Demonstrate proficiency in multiple languages (ideally).

## WORKING CONDITIONS AND TRAVEL

- This full-time position is ideally based in Seattle, WA, with the flexibility to work some evenings and weekend hours as needed. For the right candidate, the team is open to a teammate who works remotely from the West Coast of the United States. Occasional day and night domestic travel and some international travel is a potential (up to 10%).

## PHYSICAL REQUIREMENTS

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.
- Be able to visually or otherwise identify, observe, and assess distance, color and depth.
- Be able to regularly communicate with others and exchange accurate information.
- Be able to operate a computer and other office productivity equipment and be able to remain stationary at a computer for extended periods of time and move around his/her assigned workspace.
- Be able to travel to developing countries or remote areas, which can be physically demanding. This includes travelling on small boats, hiking with a backpack, and staying in rustic accommodations.

Paul Roughan, Peter Seligmann, 'Aulani Wilhelm, Climate Week, Lenapehoking





Rapa Nui dancers at Te Pito o Te Henua screening, Hawai'i, Pasifik, Daniel Lin

## Application Process

Nia Tero is an Indigenous Peoples-serving global organization that strives to have an inclusive, equitable, and diverse work culture. The organization encourages people from historically excluded groups to apply.

To apply, please submit a Cover Letter and Resume, in PDF format, directly to Pathways Executive Search by **12:00 noon ET on Monday, June 30, 2025**, outlining your interest, qualifications, and experience to [Applications@PathwaysExecutiveSearch.com](mailto:Applications@PathwaysExecutiveSearch.com)

For more details or to further explore this important leadership opportunity, please contact:

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**Pathways Executive Search** is an international executive recruitment firm, known for its ability to attract and recruit talent in culturally grounded ways. Guided by Indigenous values and principles of Indigenous inclusion, Pathways walks with those looking to broaden candidate pools, find qualified and experienced candidates, and live out their values and commitment to creating workplace cultures where people can thrive.