



Iroquois Valley is seeking a Finance Manager to join our team, with a strong preference for the candidate to be located in the Boulder / Greater Denver, CO area. This will be a hybrid role working both remotely with several days per month working in the office.

To Apply: Send a resume and cover letter explaining your interest and experience to recruiting@iroquoisvalleyfarms.com. **Applications without a cover letter will not be considered.**

Salary Range: \$85,000 - 105,000 based upon experience

Who We Are

Founded in 2007, Iroquois Valley's vision is to transform agriculture through organic land stewardship within a generation. As a certified B Corp and public benefit corporation, the company works with impact-driven investors to provide capital to organic and transitioning farmers across America through long-term leases, flexible mortgages, and post-investment support. Our portfolio comprises \$120 million invested in 32,000 diversified acres across 20 states. Our investor base includes more than 850 accredited and non-accredited institutional and individual investors located in the U.S. and around the world.

Position Overview

The Finance Manager is responsible for oversight and management of Iroquois Valley's finance and accounting functions and integrating its activities into the Company's strategic growth plan. Primary responsibilities include leading or participating in all financial operations including accounting, tax, financial reporting, internal controls, banking, cash management, and financial planning and analysis. The Finance Manager works closely with the Management Team and staff and reports to the Company's CEO. The Finance Manager participates in Finance Committee meetings and other internal Company meetings, as requested.

The role also requires management of third-party relationships including, but not limited to, third party fund administrator, auditors, appraisers, technology and other service providers. The Finance Manager is responsible for presenting at Board meetings. Responding to and addressing key stakeholder questions (primarily farmers and investors), as necessary, is also a key responsibility.

To perform this job successfully, an individual must be able to perform each essential duty (below) satisfactorily and have a "growth mindset" that integrates the financial condition into Iroquois Valley's growth strategy. The Finance Manager supports the Company's vision and core values in a manner consistent with the organization's status as a Public Benefit Corporation.

Duties and Responsibilities

- **Accounting:** Oversight of third-party fund administration relationship. Ensure accurate journal entries are provided and review monthly trial balances and quarterly financial reporting packages to ensure accuracy of the Company's accounts. Monthly review of AP transactions and outgoing mortgage invoices.
- **Financial Reporting:** Provide standard monthly and quarterly reporting to the Management Team, Finance Committee, and other stakeholders (e.g., Investors).
- **Tax & Compliance:** Oversight and management of all Company audits, SEC filings, and other related compliance activities. Interface with legal and other team members regarding tax matters for the REIT and the Company. Respond to ongoing tax, audit, and regulatory reporting inquiries.
- **Financial Planning & Analysis:** Develop and maintain a financial model used for budgeting, forecasting and

financial planning to aid in decision making to support capital structure decisions, FP&A and other long-term planning objectives.

- **Strategy:** Work with the Management Team as a financial thought leader to develop plans for growth to increase Company revenue while managing expenses appropriately. Assist with Company valuation policy to ensure industry best practices are being incorporated.
- **Risk Management:** Perform enterprise-level risk management by analyzing the organization's liabilities and ensure cash flow is sufficient to maintain the Company's operations.
- **Team Support & Development:** Build and develop the finance team, fostering a collaborative and supportive work environment while ensuring individual and team goals are met. Support cross-functionally by providing financial data and information that can be used in fundraising and investment decision-making.

Qualifications, Education and Experience

- At least 7+ years accounting or multi-functional financial management experience with exposure to real estate/REIT industry
- BA/BS degree in Accounting, Finance or related field is required
- A CPA or CMA is preferred
- Experience with Microsoft Office, G-Suite Tools
- High integrity and attention-to-detail regarding key accounting and financial tasks
- A strong team orientation, capable of succeeding in a collaborative environment
- A proactive thought leader that advocates for ideas, structures and actions to significantly improve profitability and growth of the company
- An engaged member of the team that brings focus and strategies to improve financial strength and reduce financial risk exposure to increase our impact
- Skilled at developing and institutionalizing policy and efficient processes
- Superior interpersonal skills, poise, and self-confidence; capable of interacting easily and comfortably with people at all levels of an organization
- Ability to confidently deliver financial reports to the Board, staff and other stakeholders
- Comfort working in a data-driven, analytical environment

Travel

- This position requires approximately 20-25% travel. Travel may be outside the local area and overnight.

Competitive Benefits Package

- Insurance coverage begins on date of hire
- Medical, Dental, and Vision Benefits
- Company Paid Life Insurance and Short & Long-Term Disability
- Flexible Spending Account and Dependent Care Account
- 401(k) with match
- Paid Time-Off
- Paid Company Holidays
- Tuition Reimbursement
- Paid Personal and Parental Leave
- Voluntary Benefits - Critical Care and Hospital Indemnity



Equal Employment Opportunities and Diversity, Equity, and Inclusion

Don't meet every requirement? Research shows women and people from diverse backgrounds often hesitate to apply if they don't meet every qualification. If you're excited about this role, we encourage you to apply—you might be the right candidate for this or other roles.

At Iroquois Valley, diversity drives innovation. We are committed to building an inclusive organization that reflects the communities we serve. We encourage candidates from all backgrounds to apply. We are an equal opportunity employer, providing equal consideration without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, veteran status, or marital status. We support workplace accessibility and are open to reasonable accommodation requests.