

Oregon Episcopal School

Chief Financial Officer

LOCATION

Portland, OR

ON-SITE FINAL ROUND

Late April

POST DATE

February 13, 2026

DECISION ANNOUNCED

Early May

PRIORITY DEADLINE

March 15, 2026

START DATE

July 1, 2026 or earlier

INITIAL CLIENT REVIEW

Late March

REPORTS TO

Head of School

SEMIFINAL ROUND

Mid-April



Oregon
Episcopal
School



12M & Ed Tech
RECRUITING



Summary

Oregon Episcopal School (OES), located southwest of downtown Portland, has a long history of educating students from around the world with a commitment to inclusion, purpose, service, and social justice.

Situated on nearly 60 acres, OES is surrounded by wetlands and other natural elements within the diverse, dynamic, and thriving neighborhoods of Portland and Beaverton. OES is known for educating students to apply their learning in service of the broader world. Within an engaged community of scholars, OES emphasizes intellectual curiosity, student agency, and collaboration, preparing graduates to navigate complexity, make ethical decisions, and contribute meaningfully as global citizens.

OES is a stable, healthy organization at a strategic inflection point of thoughtfully implementing a new strategic plan, which has been in the works for the past two years. The institution is financially sound, operationally effective, and deeply mission-aligned, and is now poised to move from a period of steady stewardship to one of forward-looking momentum. With the current CFO departing at the conclusion of the school year and the head of school entering his third year at OES, the school looks forward to welcoming a CFO to join a collaborative leadership team comprised of engaged and committed colleagues, and contribute fully as a core partner in advancing these strategic, financial and operational priorities.

The CFO will report to the head of school, and lead the business office, human resources, and technology teams as a core member of the leadership team. Key areas of focus for the CFO include long-range financial planning and sustainability, campaign and capital planning to support the new strategic plan, enrollment and tuition forecasting, and translating the school's financial position and vision to stakeholders throughout the OES community. OES looks forward to welcoming the new CFO to begin July 1, 2026, or earlier by mutual agreement to allow for a graceful handoff with the outgoing CFO.





Mission

Oregon Episcopal School educates students to realize their power for good as engaged citizens of the world.

Vision

In a dynamic, joyful community of scholars, OES ignites a passion for lifelong learning and empowers students to become the architects of their education. OES students navigate complexity, collaborate in partnership, and lead with purpose as the innovative, compassionate, ethical citizens the world urgently needs.

Identity

Our Oregon home matters

Perched on the Pacific Rim, nestled between the ocean and the mountains, bordered by natural wetlands and urban development, we nurture intrinsic curiosity about complex environments and foster connections between people of diverse backgrounds.

Our Episcopal tradition matters

Rooted in a rhythm of gathering and reflection, we educate toward a larger purpose—toward inclusion and respect, service and social justice, and commitment beyond ourselves.

Our School philosophy matters

Grounded in the belief that the advancement of knowledge flows from open and rigorous inquiry, we cultivate the life of the mind and the whole person by connecting questions with exploration and discovery, theories with scrutiny, expressions with art, and self with subject.





Equity & Inclusion

We are committed to co-creating a community where every individual feels accepted, supported, empowered, and affirmed. This community of belonging is rooted in the Episcopal commitment to our shared humanity and the inherent dignity of every person. We believe that all humans have value and worth regardless of their accomplishments or identity. Our shared humanity compels us to build a beloved community where every individual thrives and is seen, where diversity of thought and lived experience is respected, and where we navigate the complexities of equity and inclusion so that we can make a difference in the world for ourselves and others.

Our Commitment to Justice

As an Episcopal school, we are rooted in the values of compassion for our human family, the strength of dialogue to promote understanding, and a commitment to inclusion. Our Episcopal roots further challenge us to create an environment—both within and beyond our school—that acknowledges each person's lived experiences and where everyone thrives and is valued. We recognize that we must actively work to create and strengthen a community steeped in diversity, equity, inclusion, and anti-racist actions. To grow our intentions of diversity, equity, inclusion, and antiracism (DEIA) into actionable steps, we outline our commitment to justice here.

WE COMMIT TO:

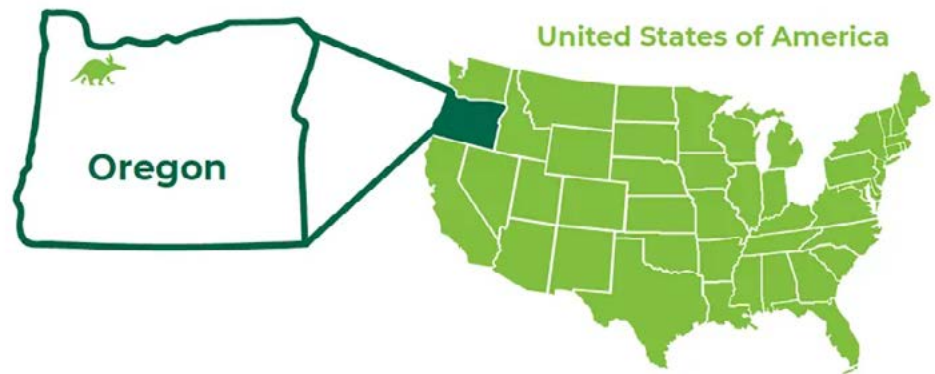
- Create spaces in which all members of the OES community are heard, seen, and respected.
- Make decisions based on principles of diversity, equity, inclusion, and antiracism (DEIA).
- Anti-racism as both a philosophy and a practice that benefits all.
- Actively build individual and collective capacity to grow in strength, understanding, and empowerment to act as anti-racist members of the OES community and beyond.
- Listen to the community and respond accordingly. OES leadership is responsible for seeking out, reflecting on, and responding to this feedback on a regular basis.



Living in Portland



Situated along the Willamette and Columbia Rivers, Portland offers residents the best of both worlds: lush forests, mountains, and coastline, alongside the energy of a vibrant city.



With a population of approximately 635,000 (and 2.4 million across the metro area), Portland is large enough to support bustling cultural and recreational scenes, yet compact enough to foster real community and accessibility.

Portland is a dynamic city, with an abundance of neighborhood events, volunteer opportunities, and community activities that make it easy for residents to stay engaged. Public murals, parades, film and art festivals, and niche creative communities coexist alongside established institutions like the Portland Art Museum. Portland's robust higher education ecosystem adds to the city's intellectual energy, anchored by institutions such as Reed College, Lewis & Clark College, Portland State University, and Portland Community College. For residents and visitors alike, a visit to Powell's Books—the world's largest independent bookstore—serves as a tangible reminder of that intellectual vitality and the city's enduring commitment to locally run institutions.

In recent years, Portland's food scene has risen to national acclaim. An emphasis on seasonal, locally sourced ingredients reflects the city's proximity to the Willamette Valley and its long-standing farm-to-table ethos. While recognizable names like Stumptown Coffee and Voodoo Doughnuts still draw major crowds, the dining scene has matured significantly, earning national attention for restaurants such as Kann and Akadi, which draw from international culinary traditions interpreted through the distinctive ingredients of the Pacific Northwest.

Portland's location offers rare geographic flexibility and access to outdoor recreation. Residents can walk through the Hoyt Arboretum or the city's many neighborhood parks, or kayak through the cityscape along the Willamette River. Beyond the city, a few hours' drive brings Seattle to the north, Mount Hood to the east, the rugged sea stacks of the Oregon Coast to the west, or Bend in Central Oregon—an outdoor recreation hub near the Cascade Range—making weekend escapes both easy and varied.



Key Stats

FOUNDED IN

1869

AVERAGE ENROLLMENT

881

K-12 STUDENTS

including **50 boarding students** from the U.S. and around the world

STUDENTS OF COLOR

47%

CAMPUS

59 **WOODED ACRES**

with two wetland areas, ropes course, nature trails, greenhouse, gardens, and multiple indoor and outdoor athletic facilities.

FACULTY

138

AVERAGE CLASS SIZE

16

STUDENT:TEACHER RATIO

7:1

15 minutes from downtown Portland and 90 minutes from the Cascade Mountains and the Oregon Coast

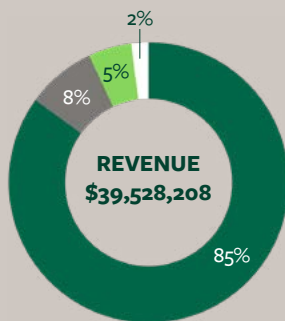
#1 Best High School for STEM in Oregon

The national school ranking and review platform Niche has recognized Oregon Episcopal School as one of the Best Schools in America and ranked the #1 Best High School for STEM in Oregon.

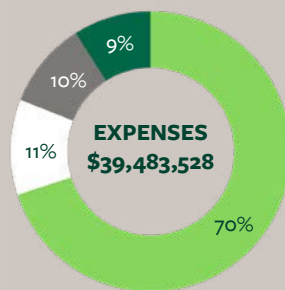


24'–25' Financial Stats

OPERATING REVENUE & EXPENSES



- Tuition & Fees (Net)
- Other Incomes
- OES Fund & Auction
- Endowment Spending



- Salaries & Benefits
- Program Materials
- Physical Plant & Depreciation
- Other

ENDOWMENT

\$36M

'25 TUITION

\$43.8K

RESERVES

\$10M

FINANCIAL AID

\$4.8M

23%

OF STUDENTS PAY REDUCED TUITION

FINANCIAL AID

881

TOTAL STUDENTS ENROLLED

238

STUDENTS ON NEED-BASED FINANCIAL AID AND TUITION REMISSION



STRATEGIC PLAN 2030

Leading With Purpose

In a rapidly evolving world, OES is committed to developing in students the skills to lead with purpose, adapt with agility, and strive for excellence to realize their power for good. This mission-aligned strategic plan focuses on deepening learning, developing ethical leadership, and fostering human connection so that students might make meaningful contributions to their communities and the world.

OUR COMMITMENT

As a **rigorous academic school**, we develop a community of scholars shaped by a unique approach to inquiry-based education; students strive for independence and excellence, developing agency as the architects of their education.

As a **21st century Episcopal school**, we value a pluralistic approach. We cultivate community, develop character, and engage with people, perspectives, and traditions that honor the enduring wisdom of humanity.

As an **open and inclusive school**, we strive to build a beloved community where all people are seen, known, and affirmed. We strive for justice and peace and respect the dignity of every human being.

STRATEGIC PATHWAY ONE

Fostering Excellence Through Inquiry

DEVELOP EXCELLENCE AND SCHOLARSHIP THROUGH ACTIVE LEARNING AND MEANINGFUL CONTRIBUTION

OES will advance its position as a recognized leader in academic excellence and scholarship through inquiry-based learning and experiential education, elevating a model that fosters student agency, independence, and excellence, while integrating existing preK-12 programs across the school. At OES, inquiry meets action and learning is transformational. Our educational approach turns questions into real-world impact as students connect head, heart, and hand to realize their power for good. Accordingly, we will fully define our commitment to inquiry and build the programs, facilities, and professional development that match our aspirations and support the educators who deliver on the promise of our mission.

- **Amplify Signature Programs:** Enhance programs in STEM, humanities, and social-emotional learning while introducing new programs in computational thinking and data science, engineering and machine learning, environmental studies and climatology.
- **Expand Real-World Learning:** Develop internship programs, partnerships, and research opportunities with local, national, and global organizations.
- **Build Inspiring Facilities:** Construct new spaces for inquiry, arts, and design, with enhancements to existing learning spaces.
- **Nurture a Thriving Faculty and Staff:** Provide impactful professional development and support to attract, retain, and nurture the next generation of exceptional educators.





STRATEGIC PATHWAY TWO

Cultivating Character Through Connection

STRENGTHEN LEADERSHIP OPPORTUNITIES THAT NURTURE CHARACTER, COMPASSION, AND CONNECTION

OES will prepare students to be agile thinkers and empathetic leaders who apply their learning to the challenges of a complex, interconnected, and changing world. At OES, cultivating our humanity directs and grounds our intellectual pursuits. We prioritize the human to human connections grounded in applied authentic intelligence. Therefore, OES will prioritize the responsible integration of technology and artificial intelligence while strengthening human-centered skills. These include community building, active listening, and ethical decision-making.

- **Promote Student-Led Ventures:** Support initiatives in leadership, social entrepreneurship, and innovation through community partnerships.
- **Advance Environmental Stewardship:** Engage students in sustainability projects using the campus and beyond as living laboratories.
- **Emphasize Ethical Technology Use:** Prepare students for AI-integrated futures to advance learning while prioritizing empathy and thoughtful, ethical decision-making.
- **Amplify Athletic and Wellness Programs:** Expand facilities and programs to support both competitive athletes, underscore the character and leadership qualities nurtured through athletics, and promote health and wellness for all students.

STRATEGIC PATHWAY THREE

Building Community Through Belonging

CREATE A DIVERSE AND DYNAMIC LEARNING COMMUNITY CULTIVATING CIVIL DISCOURSE AND RESPECT FOR THE DIGNITY OF EVERY HUMAN BEING.

OES will celebrate the diversity of people and perspectives, broadening access to the OES experience and creating a more diverse and dynamic learning community. At OES, our signature boarding program is unique. All of our students benefit from global perspectives in a locally grounded context for inquiry and engagement. Similarly, our Episcopal identity affirms a foundational commitment to inclusion, pluralism, and building a beloved community. We create a culture of belonging to honor individuals, broaden our perspectives, and affirm our shared humanity. Therefore, OES will leverage and strengthen these unique markers of our identity as we create a transformational educational experience.

- **Elevate the Boarding Program:** Develop a premier small-size boarding program with modern facilities and robust student programs.
- **Expand Financial Aid and Scholarships:** Strengthen commitments to accessibility and affordability through increased aid and scholarship opportunities.
- **Promote Diversity and Inclusion:** Deepen efforts to recruit and retain a diverse community of students, faculty, and staff.
- **Amplify Chapel Program and Civil Discourse Initiatives:** Position the chapel program as a model for inclusion, understanding, and exploration of diverse perspectives.



Background & Opportunity



Oregon Episcopal School (OES), located southwest of downtown Portland, has a long history of educating students from around the world with a commitment to inclusion, purpose, service, and social justice. Situated on nearly 60 acres, OES is surrounded by wetlands and other natural elements within the diverse, dynamic, and thriving neighborhoods of Portland and Beaverton. OES is known for educating students to apply their learning in service of the broader world. Within an engaged community of scholars, OES emphasizes intellectual curiosity, student agency, and collaboration, preparing graduates to navigate complexity, make ethical decisions, and contribute meaningfully as global citizens.

OES is a stable, healthy organization at a strategic inflection point of thoughtfully implementing a new strategic plan, which has been in the works for the past two years. The institution is financially sound, operationally effective, and deeply mission-aligned, and is now poised to move from a period of steady stewardship to one of forward-looking momentum. Strategic Plan 2030 outlines ambitious goals for the school's long-term financial sustainability with an emphasis on aligning resources, decision-making, and leadership capacity to support the school's future direction. With the current CFO departing at the conclusion of the school year and the head of school entering his third year at OES, the school looks forward to welcoming a CFO who will join a collaborative leadership team—comprised of engaged and committed colleagues—and contribute fully as a core thought partner in advancing these strategic, financial and operational priorities.

To support the strategic plan's goals, an upcoming campaign is on the horizon for OES. The CFO will be a key partner in campaign planning, working closely with the head of school and the advancement team to ensure that fundraising goals, timing, and commitments are grounded in sound financial projections and analysis. Once the campaign begins, the CFO will maintain

sound external financial relationships and lead disciplined multi-year financial planning, including endowment growth projections, reduced reliance on tuition revenue and targeted investment in faculty, facilities, and programs. The CFO should also be ready to assess institutional capacity and risk, align campaign aspirations with cash flow and debt capacity and support clear, transparent communication with trustees and financial stakeholders throughout the campaign lifecycle.

The school is also evaluating programmatic opportunities related to its boarding and athletics programs, both of which carry enrollment and financial implications. This work includes examining the potential role of more focused recruiting, as well as exploring alternative boarding models, such as a five-day option for local families, to better align program design with market demand. While the school's financial position remains sound, enrollment patterns, particularly in boarding for many independent schools, require thoughtful analysis. In partnership with the assistant head of school for strategic enrollment, the CFO leads enrollment and tuition modeling to assess program viability and support scenario planning and tradeoff discussions, helping leadership balance mission alignment with financial sustainability.

Within the business office, the CFO will oversee a capable and well-functioning team. Day-to-day financial operations are led by a controller with deep independent school experience and technical expertise, supported by staff responsible for accounts payable, accounts receivable, and financial aid administration. The team works closely with admissions on financial aid modeling and enrollment-related analysis, ensuring coordination across revenue functions. Limited outsourced support is provided through a part-time offsite bookkeeper who assists with monthly close activities. The CFO also oversees the technology department, led by a director of IT who has been at OES for many years and leads a stable department.



Also within the CFO's purview is the human resources department. Following a recent period of interim leadership, OES anticipates hiring for a permanent director of human resources to start later this spring. This position will continue to report directly to the CFO, though the head of school maintains dotted-line supervision to the director of HR. In recent years, the HR department has built new systems and processes to support day-to-day operations including payroll and benefits, and the CFO has offered strategic direction and alignment around compensation and benefits strategy and staffing models for the school. Especially as leadership in the HR department stabilizes in the coming year, the CFO will serve as a true thought partner to ensure that systems and processes remain efficient and effective.

Beyond the business office, the CFO will partner closely with the director of campus operations & auxiliary programs at the intersection of financial planning and operational execution for areas that rely on campus infrastructure and assets such as technology, dining services, and transportation. While the director of campus operations & auxiliary programs oversees the school's day-to-day operations and facilities needs, the CFO contributes to this work through resource allocation and long-range capital planning to ensure that financial planning and operational execution remain aligned, responsive, and well integrated across the school.

The CFO also serves on several Board committees, including Finance, Audit/Risk Management and Investment, and works closely with trustees to support financial stewardship and informed decision-making. In particular, the Finance Committee is highly engaged and eager for a collaborative partnership with the CFO,

grounded in transparency, clear communication and shared stewardship of the school's financial priorities. The CFO will benefit from steady partnership, robust expertise, and the good-will of both the finance and investment committee chairs.

The CFO is expected to approach the work through a relational and collaborative lens, grounded in trust, credibility and shared purpose. Through close partnership with the head of school, the CFO must be comfortable pushing thinking, challenging assumptions and setting boundaries when needed, doing so in ways that preserve relationships, build alignment and support shared ownership of outcomes within a collegial, relationship-driven culture.

The CFO role is central to the school's next chapter and calls for a growth-oriented, strategic, and proactive approach to financial leadership. This is a solutions-focused role that emphasizes partnership with trustees, the head of school, the administrative team and program managers. The CFO will need to provide clear and effective storytelling for all constituencies at the school as they translate complex financial information into coherent, accessible narratives. This work will be essential in providing context, rationale, and informed decision-making, while introducing greater discipline, clarity, and accountability in ways that respect culture, maintain morale and help the organization move forward with focus and momentum.

OES looks forward to welcoming the new CFO, reporting directly to the head of school, to begin July 1, 2026, or earlier by mutual agreement to allow for a graceful handoff with the outgoing CFO.

A Conversation with the Head of School



Michael Spencer
HEAD OF SCHOOL

The Rev. Michael Spencer joined OES in 2023 as its 15th head of school and first person of color to lead this revered institution since its founding in 1869. Before coming to OES, Michael served 16 years in a variety of leadership roles at St. Paul's School in Concord, New Hampshire, including head of chapel and religious life, dean of faculty, and vice rector for faculty. Nationally recognized for his work, Michael currently serves as the president of the governing board of the National Association of Episcopal Schools (NAES), has served as a delegate to the Parliament of the World Religions, and is the author of published articles, sermons, and poetry.

We invite you to [watch our interview](#) with Michael, who shares his excitement for the upcoming Strategic Plan, and the collaborative partnership he hopes to have with the next CFO.



On the Horizon

Planning for the Future

OES' Strategic Plan 2030 calls for disciplined alignment of financial resources with strategic priorities, long-term sustainability and direct support of academic programs and community commitments. The CFO will partner closely with the head of school and advancement team on campaign planning and stewardship, ensuring fundraising goals and timelines are grounded in rigorous financial analysis. With a major campaign ahead, the CFO will lead multi-year financial planning, assess institutional capacity and risk and align campaign goals with cash flow, debt capacity, and transparent communication with trustees and donors.

Reimagining Key Programs

The school is also evaluating programmatic opportunities related to its boarding and athletics programs, both of which carry enrollment and financial implications. This includes considering the addition of a dedicated athletics recruiter and exploring models such as a five-day boarding option for local families. While the school's overall financial position is sound, enrollment dynamics, particularly within the boarding program, present near-term challenges that require careful analysis. The CFO will lead enrollment and tuition modeling, assess program viability, and support scenario planning and tradeoff discussions, helping leadership balance mission alignment with financial sustainability.

Strategic HR Leadership

Following a period of interim leadership, OES plans to appoint a permanent director of human resources later this spring. The director of HR will report to the CFO, with dotted-line supervision to the head of school, and will oversee systems and processes supporting payroll, benefits and day-to-day HR operations. As HR leadership stabilizes, the CFO will serve as a strategic partner to the HR team, supporting alignment around compensation, staffing models, and effective HR systems.



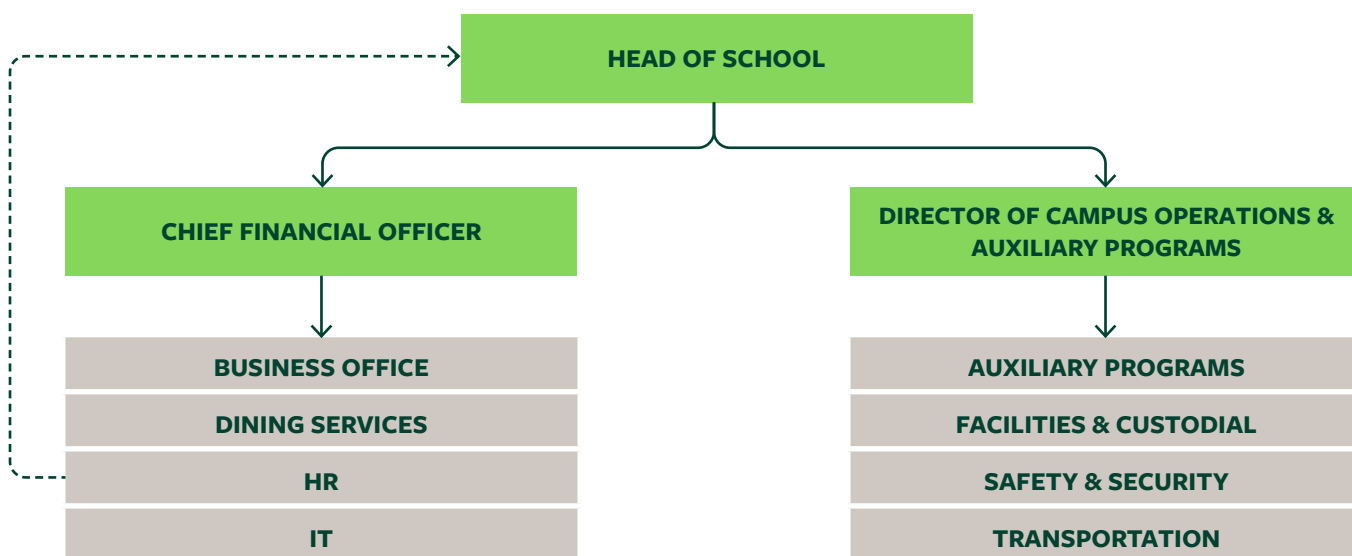
Leadership at OES

Members of the Leadership Team

- Assistant Head of School for Strategic Enrollment
- Associate Head of School
- Chief Advancement Officer
- Chief Financial Officer
- Director for Equity & Inclusion
- Director of Campus Operations & Auxiliary Programs
- Director of Strategic Communications
- Head Chaplain & Upper School Chaplain
- Head of Lower School
- Head of Middle School
- Head of Upper School

The senior leadership team comprises eleven senior administrators, all of whom report to the head of school and oversee the school's key functional areas. Because the CFO's role is integral to every aspect of the school, the CFO works with each administrator on annual budgeting cycles, planning and forecasting, and ensuring that programs align with the school's overall financial vision.

Finance & Operations Leadership Structure



Within the business office, the CFO supervises a team of approximately a dozen employees across three functional areas. Day-to-day financial operations are led by an experienced controller and supported by staff responsible for accounts payable, accounts receivable, financial aid administration, and outsourced bookkeeping. This depth of financial capacity allows the CFO to focus on long-range financial planning, strategic analysis, and partnership with the head of school and Board, rather than routine transactional work. The CFO also directly oversees the HR, IT, and dining services teams, each led by a director.

Whereas some CFO roles include additional functional and operational units, the director of campus operations and auxiliary programs oversees facilities, safety & security, transportation, and auxiliary services. The partnership between the CFO and the director of campus operations and auxiliary programs ensures that financial planning, capital investment, and operational execution are fully aligned, with dedicated attention to both financial and operational leadership.



Duties



Financial Strategy & Planning

- Oversee the school's financial strategy and performance, ensuring the effective and responsible use of resources in support of strategic priorities and the long-term financial health and sustainability of the institution.
- Develop and maintain multi-year operating and capital financial models, forecasts, and key performance indicators to support strategic planning related to budgets, debt management, capital projects, investments, and long-range business planning.
- Lead the development of annual operating and capital budgets, partnering with department and division leaders to build, forecast, and administer budgets, and standardizing budget-to-actual reporting to promote transparency, accountability, and informed decision-making.
- Partner with the head of school and assistant head of school for strategic enrollment to propose, allocate, and budget annual financial aid awards, balancing enrollment goals, access, and financial sustainability.

Risk Management & Compliance

- Manage the successful completion of the annual independent audit and coordinate effectively with external auditors, accountants, attorneys, and regulatory bodies.
- Ensure employee compensation, benefits, and staffing models are competitive, appropriately allocated, and aligned with institutional priorities and financial planning.
- Oversee the school's risk management framework in partnership with the Board's Audit/Risk Committee, identifying and mitigating financial, operational, and compliance risks.
- Review and maintain best-practice financial controls, implementing improvements to workflows and operational procedures in areas such as AP/AR, payroll, cash management, and budget management as needed to ensure the school is in compliance with GAAP and other state, local, and international laws and regulations.

Leadership & Administration

- Supervise and lead the business office, human resources, and IT infrastructure teams, providing oversight of day-to-day operations while supporting continuous improvement and effective cross-departmental collaboration.
- Serve as staff to the Board of Trustees Finance, Audit/Risk Management and Investment Committees, and as a primary liaison to relevant construction or capital subcommittees, providing clear communication, analysis, and presentations to support effective governance.
- Manage and maintain productive relationships with external partners, including bankers, insurance brokers, benefit providers, and auditors.
- Report to the head of school, participate as a collaborative member of the senior leadership team, and perform other duties as assigned.



Qualifications & Qualities



Professional Qualifications

- Bachelor's degree required, advanced degree or certifications (CPA, MBA, or related fields) preferred
- 5+ years of experience in financial management, preferably in an educational or non-profit setting
- Demonstrated success in change management and process improvement, with experience working across departments to achieve institutional goals
- Expertise using financial management software, and Google Workspace

Leadership & Personal Qualities

- A leadership style characterized by curiosity, warmth, and optimism built on approachability, transparency, and responsiveness
- Ability to communicate financial information with clarity and accessibility for non-financial stakeholders
- An analytical and organized approach toward financial and operational management and decision making
- Excellent interpersonal communication, especially through listening, relationship-, and team-building skills
- An eagerness to build trusting, transparent relationships with staff, faculty, parents, and the board
- The ability to navigate complexity, in part through effective prioritization, delegation, and management of systems
- A systems thinker and project manager with the capacity to see the big picture and attend to details with high-level organizational skill
- The confidence and humility to advocate for and embrace new ideas, invite disagreement, and welcome feedback
- Exceptional attention to detail and a high standard of professional integrity and discretion
- A creative and strategic approach to problem-solving with the willingness to challenge norms and drive process improvements
- Personal and professional commitment to diversity, equity, and inclusion and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, pedagogy, and programs
- Deep appreciation for Oregon Episcopal School's mission, history, and values including an understanding of, and commitment to, supporting the Episcopal identity of the School



How to Apply

12M & Ed Tech Recruiting is acting on behalf of Oregon Episcopal School to identify exceptional financial leaders to fill this extraordinary opportunity. Direct inquiries to:

jobs@12MRecruiting.com



Applications submitted by **March 15, 2026** will receive priority review.

All applications must be submitted online:

www.12MRecruiting.com/jobs/OES/CFO

AN APPLICATION REQUIRES SUBMITTING FOUR PDFS:

1. Cover letter introducing yourself to the Oregon Episcopal School search committee
2. CV or resume
3. A reference list of four or more individuals who could speak on your behalf if you were to progress further in this search (include each person's name, current organization, title, phone number, email, and past connection to you); we will not contact anyone on your reference list without obtaining your permission first
4. A response to the following prompt:

In no more than a couple of sentences for each, please describe 3–5 guiding principles you use in your approach to nonprofit financial leadership.

Oregon Episcopal School does not discriminate in its hiring or employment practices on the basis of race, color, religion, gender (including gender identity or expression), disability, national or ethnic origin, age, sexual orientation, marital status, genetic information, or other legally protected characteristic or status.

www.12MRecruiting.com

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