

POSITION PROFILE

# Chief Financial Officer

## Call2Recycle

Location Flexible / Remote



# ABOUT CALL2RECYCLE

With a commitment to safety and environmental excellence, Call2Recycle, Inc., a social enterprise, operates the country's premier battery collection, logistics, and recycling program. Call2Recycle provides effective, efficient, and compliant management services for batteries ranging from rechargeable and single-use to e-bikes and electric vehicles.

Call2Recycle was founded as a voluntary, industry-run initiative to keep the heavy metals from rechargeable batteries out of the solid waste stream. Since 1994, Call2Recycle has grown from an idea by a group of five battery manufacturers to a pioneer in battery stewardship and collection and recycling logistics. Driven by its mission to maximize battery collection and recycling, Call2Recycle helps resolve the logistical challenges and regulatory intricacies for partners across the U.S. to ensure batteries are safely and responsibly managed when they reach their end-of-life, in accordance with state and national regulations.

After 28 years and more than 140 million pounds of batteries safely and responsibly recycled across the U.S., Call2Recycle continues to define itself as a leading turnkey, end-of-life battery recycling program. Working with thousands of partners, including municipalities and retailers like Lowe's, The Home Depot and Staples, Call2Recycle has established a network of more than 16,000 drop-off sites across the nation.



## CALL2RECYCLE'S VALUES

Call2Recycle recently established the following organizational values:

### We are welcoming.

We welcome team members of all backgrounds. We champion customers of diverse perspectives and needs. We are open to growth as individuals and as an organization, and the learning, challenges, and opportunities that come with it.

### We are purpose-driven.

We are motivated by a common cause. Protecting our climate is at the core of what we do, and propels our commitment to safety and dedication to our communities. We take pride in our work, delivering quality solutions with integrity and engagement.

### We embrace change.

We are leaders in our field, which means being open to and in pursuit of innovation. We are increasingly agile, moving at speed, learning from our progress, looking ahead, and adapting.

### We are partners.

To each other. To our employees and our families. To our communities. This means we support each other, in and out of work. We assume positive intent. We work together to accomplish our goals with patience, purpose, accountability, and respect.





## THE FUTURE OF CALL2RECYCLE

Building on its strong foundation and reputation, Call2Recycle is well positioned to grow its market share, reach and impact in this next chapter.

According to a July 2020 report by Grand View Research, the global battery market size is expected to reach \$310.8 billion by 2027, expanding at a CAGR (compound annual growth rate) of 14.1% from 2020 to 2027. As batteries become increasingly pervasive and with the introduction of batteries that extend from large format, electric vehicle, solar and data center to small, embedded batteries into products like clothing and air pods, the need is greater than ever to ensure that batteries are recycled, reused, repurposed and/or handled for end-of-life in a sustainable manner.

**LEARN MORE:**

[www.call2recycle.org](http://www.call2recycle.org)

Poised for large-scale and transformative growth, Call2Recycle will play a pivotal role in helping to address the complexities associated with technological advancements, including the widespread adoption of electrification and battery power, to enable a more sustainable, safe, and circular supply chain. A recent example of such an opportunity, born out of the proliferation of e-bikes, is an innovative industry collaboration with PeopleForBikes, a national bicycling advocacy organization and the bicycle industry's trade association.

It is estimated that more than 12 million climate-friendly e-bikes will be sold in the U.S. between now and 2030. Based on average battery life spans, that could mean as many as 24 to 36 million batteries over the next decade will need to be responsibly managed at their end-of-life.

In November 2021, the first industry-wide electric bicycle battery recycling program in the United States was announced. The program, operated by Call2Recycle, represents the first transportation sector united under one battery recycling solution and the impact will be significant.

To support the massive growth and circular economy, this industry e-bike battery-recycling program will collect those batteries and process the raw materials into new ones. Redwood Materials, a national partner in the effort, says it can reclaim between 95 and 98 percent of the materials in a battery.

Read more about the initiative in a feature by Outside, [here](#).

Given the pace of change across additional industries and the accelerating speed of adoption of batteries, Call2Recycle anticipates significant growth in the next two years, with the potential of exponential growth in the years to come.

# THE OPPORTUNITY

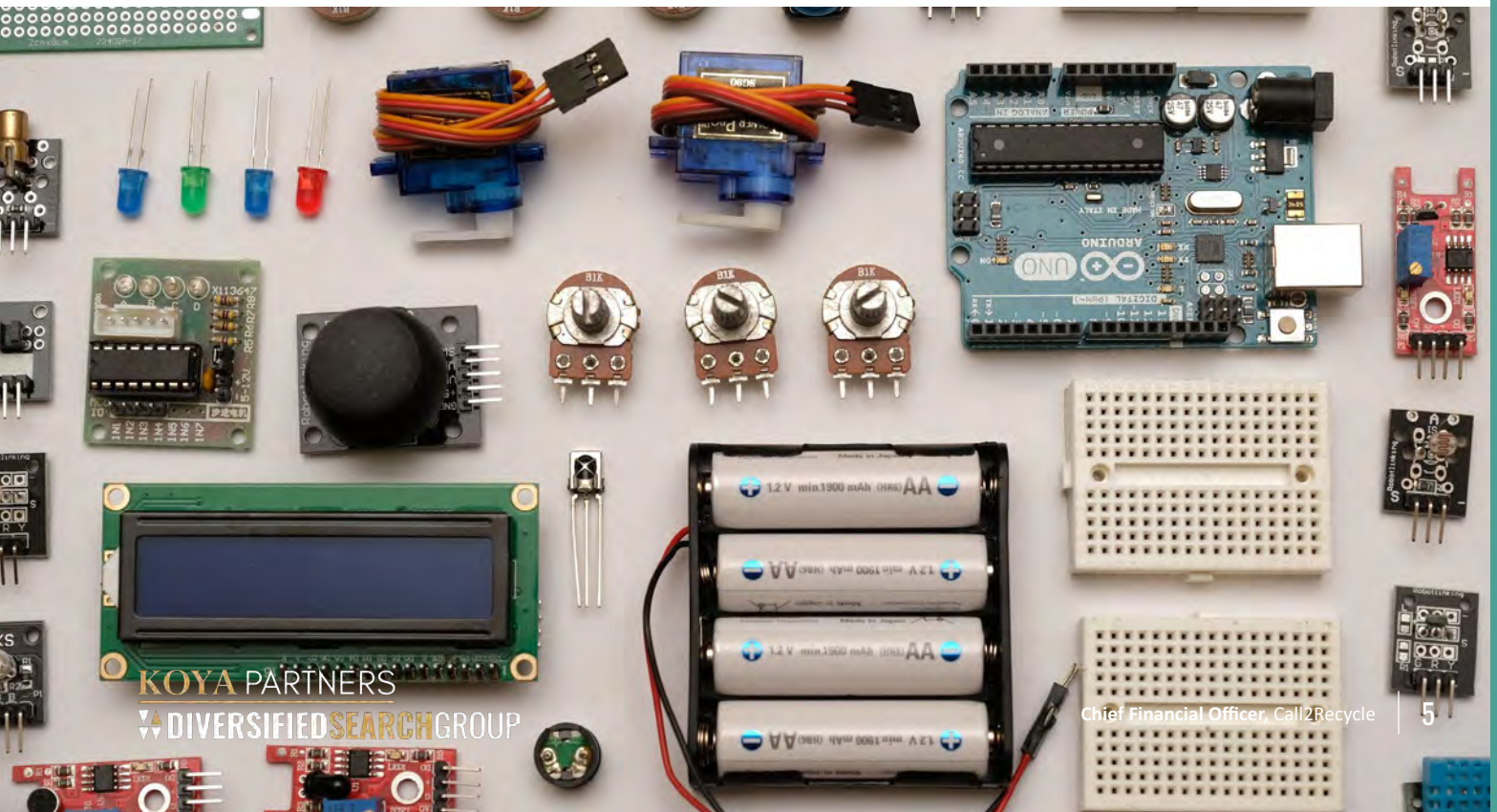
In this critical phase of growth, Call2Recycle is seeking a strategic and dynamic leader to serve as its Chief Financial Officer (CFO) and elevate and lead the organization's finance function into the future.

Reporting directly to and partnering closely with the Chief Executive Officer (CEO), the CFO will serve as a trusted thought partner and integral member of the senior leadership team and contribute to the ongoing development and achievement of strategic plans and goals.

This is an outstanding opportunity to drive positive change in an innovative, high-growth and mission-driven organization.

Responsibilities include but are not limited to:

- Work closely with the CEO and other senior leaders to translate the overall strategic vision into financial goals and plans.
- Lead oversight of a ~\$22 million annual operating budget (2023), that is rapidly growing.
- Serve as a change agent; constantly seek to improve and optimize internal infrastructure by adding processes and building out and updating systems.



- Develop a clear financial road map that maximizes opportunities and minimizes risk in order to drive near- and long-term strategic decisions for the organization.
- Develop transparent forecasting capabilities that enable senior leadership to make data-driven, forward-thinking decisions in a high-growth environment.
- Communicate clear, relevant and actionable financial information across the organization and to the Board and Finance Committee.
- Lead a team of four professionals, overseeing all facets of the organization’s forecasting, budgeting, accounting, analysis, and cash management.
- Drive proactive fiscal accountability throughout the organization by setting clear expectations around budgeting in all functional areas.
- Evaluate and manage relationships with third party investment and auditing firms.
- Lead innovative business development and forecasting practices in new program areas such as e-bikes and electric vehicles.
- Provide for all staff a strong day-to-day leadership presence cultivating the values of the organization; supporting a positive, inclusive and engaged work environment for a diverse, talented and largely remote team.



# CANDIDATE PROFILE

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

## AN ANALYTICAL & RESULTS-ORIENTED LEADER WITH FINANCIAL EXPERTISE & BUSINESS ACUMEN

This leader will:

- Be process driven and results-oriented, able to translate Call2Recycle’s overarching vision and strategy into a clear financial plan with measurable goals.
- Bring a strong business acumen, with a sophisticated understanding of and ability to analyze and manage a complex and evolving P&L.
- Bring a consistent focus on improving financial tools and systems, with the ability to evaluate various scenarios and present information in a compelling manner, in order to enable the organization’s growth.
- Have an understanding of how to leverage accounting, budgeting, and forecasting functions in order to maximize organizational effectiveness.
- Take a data-driven approach to decision making, while demonstrating a willingness to take calculated risks.
- Draw upon a strong analytical skillset to provide thoughtful insight on projects and offer solutions.
- Possess the ability to “deep dive” into the details while staying focused on the holistic financial health and sustainability of the organization.

## A STRATEGIC & TRANSFORMATIONAL LEADER

This leader will:

- Be an entrepreneurial, visionary, and bold thinker, able to implement financial processes and communicate information in a clear and actionable way that drives business transformation and organizational performance.
- Naturally foster trust and collaboration among team members and possesses the ability to manage through change with flexibility and poise.
- Be a strategic thinker with a process mindset; has demonstrated experience implementing best-in-class financial practices in a rapidly changing or growing environment.
- Have the ability to address problems with creative, sophisticated and sustainable solutions and implement new strategies to ‘get things done.’
- Have a track record of motivating and inspiring others to take action.



## A STRONG & TRANSPARENT COMMUNICATOR

This leader will:

- Have strong communications skills with a keen ability to convey, both verbally and in writing, complex financial opportunities and risks, particularly in the midst of organizational growth.
- Have a collaborative, open and inquisitive style that encourages innovation and thoughtful experimentation.
- Be an influential leader with ability to elevate the performance of the team – individually and collectively.
- Demonstrate a high level of emotional intelligence with the ability to build trust and credibility with others.

## A COMMITMENT TO THE MISSION

This leader will:

- Bring a passion for environmental stewardship and a commitment to maximizing Call2Recycle’s impact.
- Be energized by a high-growth, dynamic and evolving environment.
- Be an individual of unquestioned integrity, ethics and values — someone who can be trusted without reservation.

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*Call2Recycle is an equal opportunity employer and strongly encourages expressions of interest from people of color, individuals living with disabilities, women and LGBTQ+ leaders.*





# CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Cheryl Stevens, Claire Hunt & Liam Gibbs are leading this search. To make recommendations or to express interest in this role please email [call2recycle\\_cfo@koyapartners.com](mailto:call2recycle_cfo@koyapartners.com).

All nominations, inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing an accessible search process for all, including individuals living with disabilities. If you need assistance expressing interest online or any aspect of the recruitment process, please email [call2recycle\\_cfo@koyapartners.com](mailto:call2recycle_cfo@koyapartners.com).

## About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit [www.koyapartners.com](http://www.koyapartners.com).