



President & CEO
Orlando, FL (Headquarters as of December 2022)

The Florida Institute of Certified Public Accountants (FICPA), the premier association dedicated to enhancing the success of Florida CPAs, is one of the largest CPA organizations in the U.S. It has more than 19,500 members who work in public accounting, business & industry, government, nonprofit organizations, and education.

As a financially sound association with a stellar reputation across the entire accounting ecosystem and broader business community, the FICPA has a strong voice and seat at the table with the American Institute of CPAs (AICPA) and state legislature in promoting the profession and shaping public policy.

FICPA is currently headquartered in Tallahassee but will be relocating its main office to Orlando no later than December 2022. The FICPA owns and will maintain a small office in downtown Tallahassee for its advocacy efforts.

The President/CEO of FICPA serves as Secretary-Treasurer (a non-voting member) of both the Council, the Institute's governing body that sets policies and procedures, and the Board of Directors, which implements the Council's policies and oversees FICPA's activities.

FICPA seeks a proven executive-level leader whose career in a similar-size or larger statewide or national membership, nonprofit, or for-profit organization has been highlighted by his or her vision in charting growth during times of significant change. The ideal candidate will be a goal oriented professional possessing deep experience furthering organization vision and strategic plans, while also having a keen ability to translate both short and long-term plans into action and success.

This person must exhibit success in collaborating with and convening diverse stakeholders sharing common interests and values so that the aspirations and goals of the organization are pursued in a collegial, interdisciplinary, transparent, and highly participatory manner. Direct experience in the field of accounting is not required, but general knowledge of the profession and of the current landscape is necessary. Significant experience working in an aggressive advocacy and public policy environment is desired.

The FICPA seeks a leader who can develop and support high-producing teams of professional employees through effective delegation, professional development and confident decision making. Fostering a work environment that is inclusive, receptive to change, and feedback through teambuilding is essential. A background which demonstrates the execution of strategic objectives and the monitoring of such goals using KPIs and/or or similar metrics method would be ideal. The qualified candidate will possess a high level of business and financial acumen along with experience in continuous process improvement and increasing operational efficiencies. Experience meeting key financial objectives, understanding and handling of multi departmental budgeting and long-term financial forecast is expected. The ability to effectively manage the change resulting from a new location and decentralized workforce will be important.

The candidate should demonstrate an ability to raise awareness of the mission of the FICPA statewide and nationally while supporting the best interests of members across all disciplines in the communities they serve. As the brand steward, the ideal candidate will value the power of networks, community presence, relationships, and strategy to advance the reputation of FICPA. Excellent communication skills, verbal and written, are required. Along with these skills, some of the important personal attributes the FICPA seeks include approachability, authenticity, adaptability, optimism, humility, emotional intelligence, good listening skills and a sense of humor.

A post-graduate degree from an accredited college or university is preferred. Demonstration of continuing professional education, accreditation in a professional field and board leadership in a state or national nonprofit, professional or trade association would be highly desirable.

To apply, submit a current resume and letter of introduction to Kittleman & Associates, LLC at <https://bit.ly/3ort3Nv>. (click on the Apply button at the bottom of the page).

For more information about the Florida Institute of Certified Public Accountants, visit <https://www.ficpa.org/>.

FICPA EQUAL EMPLOYMENT STATEMENT

The FICPA's commitment to excellence and continued success as a business in today's competitive climate requires the Institute's management to dismiss prejudicial factors which hinder the hiring and retention of individuals who can best serve the organization. The FICPA has an obligation to its members and each of its employees to hire and develop the best possible people, basing employment decisions on job-related qualifications. Thus, the FICPA will not discriminate in the recruitment, selection, promotion, training, and compensation of qualified individuals on the basis of race, color, sex, age, religion, disability, pregnancy, transgender status, sexual orientation, genetic information, or national origin. Further, the FICPA will not discriminate in the recruitment, selection, promotion, training, and compensation of qualified individuals on the basis of marital status.

Further, the FICPA will not discriminate in the recruitment, selection, promotion, training, and compensation of qualified individuals on the basis of mental or physical disability, in accordance with the Americans with Disability Act of 1990. Consistent with this policy and applicable law, the FICPA will make reasonable accommodation to the known physical or mental limitations of qualified applicants or employees, unless to do so would cause an undue hardship on the operation of its business.