

Associate Vice President, Financial Analysis

The Arizona Board of Regents (ABOR) is seeking a highly skilled and motivated individual to serve as Associate Vice President, Financial Analysis. The Associate Vice President for Financial Analysis plays a critical leadership role in coordinating and interpreting the financial data that informs ABOR and Arizona's three public universities. Leading a team of analysts, the AVP ensures budgeting, risk management, and capital planning processes are robust, timely, and aligned with university and system-wide objectives. This role collaborates closely with other governance functions (e.g., academic affairs, student services, policy and planning) to provide the board with an integrated picture of fiscal health and strategic priorities—enabling well-informed, holistic decisions about resource allocation, program investments, and long-term sustainability.

Typical Duties:

- Financial Data Coordination and Analysis:
 - Supervise a team of analysts responsible for aligning data requirements and reporting standards with university finance/administrative leaders, ensuring complete and accurate budget, actuals, and cash flow submissions.
 - Oversee quarterly and annual financial analyses, pinpointing trends, variances, and opportunities for system-wide improvements.
 - Lead modeling efforts to evaluate the financial and operational effects of legislative proposals, policy changes, and external funding shifts.
 - Synthesize complex financial information into concise reports that enable ABOR leadership and board committees to make strategic, integrated decisions.
- Budget Strategy and Administrative Oversight
 - Develop and coordinate multi-year budget strategies in partnership with government relations teams, advocating for sufficient funding and alignment with ABOR priorities.
 - Collaborate with capital facilities and technology planners to ensure major administrative initiatives adhere to approved budgets, meet governance standards, and complement academic and strategic goals.
 - Evaluate and refine long-term financial forecasts, shedding light on debt management, infrastructure projects, and other large-scale investments.
 - Recommend data-driven approaches for optimal resource allocation, proactively addressing potential overlaps or synergies with other governance areas.

- Risk Assessment and Audit Coordination:
 - Partner with audit, compliance, legal, and academic units to embed financial metrics and controls into broader governance reviews, ensuring fiscal risks are identified and mitigated.
 - Monitor emergent risks—such as enrollment shifts or technology project overruns—and advise senior leadership on preventative or corrective measures.
 - Integrate audit findings and best practices into ongoing financial and operational processes, maintaining a high standard of fiduciary responsibility.
 - Review and refine internal controls and procedures to comply with audit findings, best practices, and legislative mandates.

- Stakeholder Collaboration and Reporting:
 - Facilitate system-wide financial peer reviews, best-practice conferences, and joint task forces that promote open communication and shared learning among institutions.
 - Engage with leaders across governance, academic affairs, and student services to align financial insights with programmatic, strategic, and operational considerations.
 - Prepare comprehensive reports and presentations for board members, executive committees, and external audiences, highlighting interconnections between financial realities and governance decisions.
 - Represent ABOR in high-level forums, articulating integrated fiscal narratives and demonstrating how financial planning supports broader system objectives.

- Team Leadership, Continuous Improvement and Advisory Support
 - Manage and develop the financial analysis team, setting clear performance objectives and fostering professional growth that builds robust analytical capabilities.
 - Champion a culture of continuous improvement by introducing new tools, refining methodologies, and evolving processes to keep pace with changing academic and financial landscapes.
 - Advise the Vice President for Finance, Strategy, and Governance on legislative impacts, policy reforms, and cross-functional priorities—ensuring cohesive planning that serves the board’s overarching governance mission.
 - Stay current on higher education finance trends, funding models, and emerging governance practices, integrating these insights into short- and long-range planning.

**Knowledge,
Skills and
Abilities:**

The successful candidate will demonstrate:

- Analytical & Modeling Skills: Adept at interpreting complex data, forecasting legislative impacts, and linking financial analysis to governance considerations.
- Budget Strategy: Skilled in multi-year planning, resource allocation, and capital project oversight, with an ability to tie financial outcomes to broader organizational goals.
- Collaboration & Leadership: Experienced in facilitating cross-departmental synergy, coordinating best-practice initiatives, and leading diverse teams.
- Risk & Audit Awareness: Familiar with internal controls, audit procedures, and risk management approaches—especially those relevant to large-scale educational operations.
- Communication & Presentation: Proficient at conveying technical financial concepts in clear, accessible language for board members, executive leadership, and external stakeholders.
- Staff Development: Committed to mentoring, training, and advancing team members, cultivating a high-performance culture.
- Adaptability & Innovation: Comfortable adjusting strategies in response to shifting fiscal conditions, regulatory changes, or new governance priorities

**Minimum
Qualifications:**

- Minimum of 7 years of progressive experience in financial analysis or budgeting, ideally in higher education, public sector, or comparably complex environments.
- Demonstrated team management expertise, including staff supervision, goal setting, and supporting professional development in a matrixed or collaborative setting.
- Demonstrated ability to coordinate cross-functional teams, in a complex and matrixed environment.

**Preferred
Qualifications:**

- Master’s degree in finance, accounting, public administration, business administration, related field.
- CMA, CIA, or other relevant certification is a plus.

**Salary and
Benefits:**

- Salary based on experience and qualifications.
- This is a full-time position with health and dental benefits. This position will be enrolled in the Arizona State Retirement System. Tuition reduction benefits to Arizona public universities are available to employees and their dependents. For a full list of available benefits, click [here](#).
- This position will be working in person at the board office Monday through Friday and may be eligible for a partial remote work schedule, subject to the needs of the office.

How to Apply: Applicants should send cover letter, resume and the names and contact information of three professional references who are able to speak to the qualifications listed above to: hr@azregents.edu or Arizona Board of Regents • 2700 North Central Avenue, Suite 400 • Phoenix, Arizona 85004. The review of applicants will begin immediately.

The Arizona Board of Regents is an equal employment opportunity and affirmative action employer.