



## Chief Financial Officer (CFO)

As Idaho's leading workers' compensation carrier, SIF, Idaho Workers' Compensation combines financial strength, operational expertise, and a mission-driven culture focused on service, reliability, and long-term partnership. We are deeply engaged in modernization and strategic evolution—investing in technology, data analytics, operational efficiency, and customer experience while maintaining the strong values and stability that have defined our success.

### The Opportunity

We are seeking a strategic and operationally grounded CFO to join our Executive Leadership Team. Reporting directly to our CEO, the CFO will provide enterprise-wide financial leadership while serving as a key strategic advisor to the Executive Team and Board of Directors. This leader will oversee all aspects of financial operations, statutory reporting, capital management, compliance, and financial strategy while helping guide the organization through continued modernization and growth.

This role is far more than a traditional accounting leadership position. The CFO will help shape the future direction of the organization by:

- Driving financial excellence and transparency.
- Supporting enterprise modernization initiatives.
- Enhancing operational effectiveness.
- Helping improve the overall customer experience.
- Partnering cross-functionally across Claims, Operations, Underwriting, and leadership teams.
- Contributing to long-term organizational strategy and sustainability.

### Key Areas of Responsibility

#### Financial Leadership & Regulatory Oversight

- Lead all accounting, financial reporting, treasury, and financial operations.
- Oversee statutory accounting and insurance regulatory compliance.
- Certify financial statements in accordance with Statutory Accounting Principles (SAP).
- Manage relationships with regulators and auditors.
- Ensure strong capital management, reserve adequacy, and financial controls.
- Present financial results and strategic insights to executive leadership and the Board.



## **Strategic Business Partnership**

- Help shape long-term financial strategy and enterprise planning.
- Provide financial analysis related to profitability, growth, expense management, and operational performance.
- Support enterprise decision-making through data-driven insights and financial modeling.
- Partner with leadership teams across the organization to evaluate opportunities, risks, and investments.

## **Operational Excellence & Transformation**

- Improve Finance operations through process optimization and thoughtful technology implementation.
- Enhance reporting capabilities, transparency, and business intelligence.
- Support modernization initiatives across the enterprise.
- Foster accountability, collaboration, and continuous improvement within the Finance organization.

## **Leadership & Culture**

- Build strong relationships across all levels of the organization.
- Serve as a collaborative and trusted member of the Executive Leadership Team.
- Lead and mentor a highly knowledgeable finance team.
- Help maintain and strengthen SIF's purpose-driven, relationship-focused culture.

## **The Ideal Candidate**

The successful candidate will be a strategic financial executive with deep expertise in complex, regulated environments, and a highly collaborative leadership style. While experience within the insurance industry is highly valued, SIF is also open to exceptional financial leaders from healthcare or similarly regulated industries who bring strong operational acumen, strategic capability, and experience navigating sophisticated compliance and financial reporting environments. The ideal background includes:

- 10+ years of progressive financial leadership experience within the insurance industry.
- Significant expertise in Statutory Accounting Principles (SAP).
- Experience within healthcare, managed care, hospital systems, or other highly regulated industries may also translate well to this opportunity.
- Strong understanding of insurance regulatory requirements and statutory reporting is a plus.
- Experience interacting with Boards of Directors, regulators, and auditors.



- Ability to operate both strategically and hands-on.
- Strong executive communication and relationship-building skills.
- Experience leading through organizational modernization or operational improvement initiatives.
- Bachelor's degree in Accounting, Finance, or related field.
- CPA or advanced degree preferred.

### **The Leadership Style That Will Thrive at SIF**

SIF is seeking a leader who:

- Listens first – taking the time to understand our operations, culture, and customers before recommending change.
- Builds trust – earning credibility through accuracy, transparency, and consistent follow-through.
- Sees the bigger picture – recognizing that Finance is one part of a broader mission to serve injured workers and employers.
- Leads as a partner – approaching opportunities with curiosity and collaboration, asking “How can we improve this together?”
- Stays grounded – balancing a drive for improvement with respect for what is working well.
- Engages with purpose – finding meaning in supporting a mission that has a real impact on Idaho's workforce and employers.

This is an outstanding opportunity for an executive who wants to contribute strategically while being part of an organization that values partnership, long-term thinking, and meaningful impact.

The ideal leader will appreciate joining an organization with an experienced and engaged finance team already in place. Success in this role will come through partnership, empowerment, thoughtful leadership, and the ability to build upon an already strong foundation.

### **Location**

The position is based in Boise, Idaho. SIF supports a hybrid work schedule with our entire team working from the office on Tuesdays and Thursdays. This supports connection and collaboration across the organization. Many leaders are also in office on Wednesdays.

Boise has quietly become one of the most desirable places in the country for executives and families seeking an exceptional quality of life without sacrificing professional opportunity. The area offers a unique combination of outdoor lifestyle, economic vitality, safety, and community that is increasingly difficult to find in larger metropolitan markets.



## Compensation & Benefits

SIF offers a competitive, market-based salary and a truly impressive benefits package including a pension plan with five-year full vesting.

## Interested?

***Please contact:***

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*SIF values diversity and we are an equal opportunity employer. Please note that applicants need to have legal authority to work permanently in the U.S.*