



Patrick Duff

Qualifications Summary

Entrepreneurial financial executive with an operational focus in nonprofit, manufacturing, retail, construction, and services. Accomplished in building outstanding teams and processes to support growth, manage through challenges, and provide critical analysis for the management team.

Professional History

CFO Selections	Consultant	2024 – Present
Habitat for Humanity – Seattle-King County	CFO	2021 – 2024
CFO Selections	Consultant	2017 – 2021
Wellspring Family Services	CFO	2013 – 2017
CFO Selections	Consultant	2012 – 2013
Damar Aerosystems	CFO	2011
Morgan Memorial Goodwill Industries, Boston	VP Finance & CFO	2006 – 2011
Thomas James International, LLC	VP Finance, CFO, COO, & Director	1999 – 2005
Associated Vintners, Inc.	VP & CFO	1996 – 1998
Habitech Limited	Finance Manager & Acting CFO Bangkok	1994 – 1996
Gregg’s Cycle Inc.	Store Manager	1990 – 1994
Bank of Montreal - Treasury Group	Manager Marketing & Product Management, Treasury, Financial Derivative Representative	1989 – 1990 1987 – 1988
Esso Petroleum Canada	Multiple positions in Refining & Supply	1979 – 1987

Accomplishments

- At multiple companies, managed the entire accounting and IT departments, including significant IT upgrade projects. Improved processes, shortened close times, and supported company operations through periods of fast growth and M&A activity.
- Habitat for Humanity – supported the organization growth from \$11M budget to \$38M over 3 years, upgraded IT systems for security and capabilities. Completed Habitat’s first ever \$3M construction financing to build a 13-unit condo for low-income buyers and a \$3M New Markets Tax Exempt financing.
- Wellspring CFO and Executive with oversight of EAP enterprise and IT. Completed \$5.4M Tax Exempt bond refinancing and accounting system conversion from MIP to Acumatica.
- At Goodwill, supported retail growth of 40% over two years, and completed complex New Markets Tax Credit financing for \$13M.
- At Thomas James International, successfully managed three operating companies through a severe cash flow impairment during an industry downturn which resulted in significant loss of sales. Restructured \$3.5M of debt. Helped sell Damar subsidiary and transition to a British public aerospace company in 2011.
- At Associated Vintners, led turnaround to profitability within 15 months. Negotiated increase in credit facility to \$40M, and managed a successful acquisition which increased capacity by 50% and sales by 40%.
- At Habitech Limited, acting CFO in Bangkok, Thailand for a \$20M construction project.
- At Gregg’s Cycle, achieved 40% sales growth in first year as manager.
- Co-authored, with Price Waterhouse consultants, a 60-page book on foreign exchange and interest rate risk management. Lectured at joint seminars.

Licenses / Education

- MBA, University of Western Ontario, Ivey School, London, Canada
- Bachelor of Engineering, McGill University, Montreal, Canada
- Certified Management Accountant