



Walter Hammond

Qualifications Summary

Walter Hammond is an experienced financial leader with a hands-on approach, leveraging decades of expertise in fast-moving domestic and global environments. His forte lies in driving organizational transformation paired with building resilient financial foundations that empower not-for-profit (NFP) entities to flourish. He is proficient in strategic planning, budgetary oversight, cash planning, systems development, NFP accounting guidance, policy, indirect cost rates, risk management, audit coordination, and transparent reporting. He excels in humanizing financial management and bringing people together to solve problems. Walter's vision is to open doors to the possible.

Professional History

CFO Selections	Consultant	2023 – Present
U.S. Agency for International Development	Deputy CFO for Overseas Operations	2021 – 2023
U.S. Agency for International Development	Senior Controller for ERM	2019 – 2023
U.S. Agency for International Development	Foreign Service Financial Controller	2004 – 2019
OlyCAP	Director of Finance	2001 – 2004
Paratransit Services	Controller	1996 – 2001
Skookum Contract Services	Director of Finance	1994 – 1996
City University of Seattle	Core Faculty	1991 – 1994
VanBlockland, CPA	Staff Accountant	1990 – 1991
Internal Revenue Service	Revenue Agent	1987 – 1990

Accomplishments

- Enriched USAID overseas controller team's diversity as Deputy CFO, amplifying communication with local NGO partners, achieving near 60% diversity, bolstering impactful localized development.
- Leveraged USAID risk assessments as consulting tools to team with local NGO partners to engineer foundational transparent fiduciary and accounting systems to power resilient community NGOs.
- Decreased NFP financial close times from over a month to less than a week greatly reducing the circle of time from transactions and performance to transparent financial stories to re-investment.
- Guided OlyCAP in Community Service Block Grant collaborative research, visioning, and strategic planning process resulting in 5-year strategic action.
- Crafted budgets and performance tools tied to board-approved strategic plans for several NFPs.
- Reduced debt cost by designing and employing cash budgeting tools used weekly to plan cash needs.
- Negotiated short-term debt refinancing for NFP organization to stabilize cash flow and balance sheet viability.
- Implemented various fund accounting and financial reporting systems for non-profits such as Abila MIP, Dynamics, Solomon IV, FRx, and QuickBooks.
- Wrote and implemented accounting policy handbooks that increased efficiency while improving internal controls for the protection of assets and the integrity of accounting information.
- Facilitated and coordinated hundreds of efficient government and financial audits including OMB Single Audits.

Licenses / Education

- Master of Business Administration, Gonzaga University, WA
- Bachelor of Arts in Professional Accounting, Eastern Washington University, WA
- Certified Management Accountant, Institute of Management Accountants