



## Jessica Sands

### Qualifications Summary

Jessica brings over 25 years of progressive leadership responsibilities and financial oversight, with a passion for continuous improvement, building effective teams, and organizational alignment around both strategy and culture. She is a mission-driven executive with a focus on data-driven decisions and a willingness to tackle any project. During her tenure at CFO Selections, she has worked with clients in the healthcare and not-for-profit sectors in both a fractional and interim capacity.

### Professional History

|                                     |                                  |                |
|-------------------------------------|----------------------------------|----------------|
| CFO Selections                      | Consultant                       | 2022 – Present |
| Central Oregon Pediatric Associates | Chief Financial Officer          | 2018 – 2022    |
| Patheon                             | Site Controller                  | 2016 – 2018    |
| LQK Corp.                           | Operations Controller, NW Region | 2013 – 2016    |
| Oregon Eye Specialists              | Chief Financial Officer          | 2006 – 2013    |
| Total Mechanical                    | Controller                       | 2003 – 2006    |
| Hoffman, Stewart & Schmidt          | Senior Accountant                | 1999 – 2002    |

### Accomplishments

- Planned, developed, organized, implemented, directed, and evaluated the fiscal function and performance at organizations both privately held and publicly traded
- Participated in the development of long and short range strategic and tactical plans including demand analysis, resource availability analysis, cost-benefit analyses of proposed capital and team expansions and evaluation of risks and constraints surrounding growth opportunities
- Oversight and development of budgeting, capital planning, financial key indicators, and other financial and operational metrics to ensure executive leadership teams have the right financial information to make informed decisions in accordance with organizational goals and strategic plan
- Broad operational experience beyond the finance silo including executive oversight of revenue cycle, facilities, IT, medical records, centralized scheduling, and customer care teams
- Champion of various projects including real estate transactions, tenant improvement projects, partner buy-outs and buy-ins and all related legal, tax, financial modeling, and banking considerations

### Licenses / Education

- Licensed Certified Public Accountant, Oregon
- Core and Specialized Forensic Accounting Certificates, AICPA
- Bachelors of Science – Accounting, Linfield College