



# WALTER HAMMOND

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## 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 & GAAP guidance, policy, cost allocation & 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

- Utilized risk assessments as learning tools to identify innovative strategies with NFP teams for developing resilient fiduciary systems that effectively support trustworthy & sustainable community services & programs.
- Decreased NFP monthly financial close times from months to less than a week greatly reducing the circle of time from transactions and performance to information to agile decisions to financial stories to re-investment.
- Assisted NFP organizations in transitioning cost allocation and net asset accounting with donor restrictions from complex spreadsheets into their accounting systems, SOPs, and monthly closing processes.
- 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.
- Implemented various fund accounting and financial reporting systems for non-profits such as Abila MIP, and Quick Books.
- Wrote and implemented accounting policy handbooks that increased efficiency while improving internal controls for the protection of assets and the integrity of accounting information.
- Negotiated short-term debt refinancing for NFP organization to stabilize cashflow and balance sheet viability.
- Facilitated and coordinated 100's 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
- Data Analytics & Visualization Fundamentals Certificate, Institute of Management Accountants
- Cybersecurity & Data Practices Certificate, Institute of Management Accountants