



**Financial Analyst & Co-op Business Developer  
for Co-op Cincy**

**Job Description**

**Co-op Cincy (formerly Cincinnati Union Co-op Initiative)** is seeking a full-time Financial Analyst and Co-op Business Consultant to join its growing team. Co-op Cincy works to overcome inequality of opportunity, mobility, and income by building a network of unionized worker-owned cooperative businesses.

We are looking for a full-time Financial Analyst and Co-op Business Consultant to take a lead role in research and financial analysis functions across numerous areas. The work involves undertaking market research, analyzing the finances and business model of existing and proposed businesses, conducting valuations of businesses, and developing financial projections.

**Key responsibilities for this position include:**

- Assessing the viability of businesses being considered for conversion to employee ownership.
- Consolidating and analyzing financial data (budgets, income statement forecasts, etc.), taking into account the company's goals and financial standing.
- Providing creative alternatives and recommendations to reduce costs, improve financial performance, and improve viability.
- Assembling and summarizing data to structure clear and accessible reports on financial status and risks.
- Developing financial models. This will sometimes involve benchmarking and process analysis. Other times this will involve modeling multi-stakeholder co-ops, shared service co-ops, and/or non-profit hybrids that bring in a variety of different revenue streams and

other variations that may increase the chances for a challenging industry like child care to be strengthened and stabilized.

- Conducting business studies on past, future and comparative performance and developing forecast models.
- Identifying industry trends and incorporating insights into suggestions and reports.
- Working with co-ops in the network as a mentor, helping identify needs and connect co-ops with resources, and providing support at team meetings.

**General:**

- Participating in various Co-op Cincy activities.
- Representing Co-op Cincy publicly.
- Reprioritizing work from time to time to support small staff.

**Candidate Competencies:**

The successful applicant will have three to five years of relevant work experience, be able to work independently, and excel under pressure to meet deadlines. We are looking for an exceptional, dedicated person with superior technical and professional skills. Curiosity, intelligence, and enthusiasm are all key attributes for this position. Successful candidates should have:

- A bachelor's degree (required) and an MBA or relevant graduate degree (preferred).
- A demonstrated interest in social justice work; a focus on economic democracy, cooperative development, or social enterprise development a plus.
- Strong analytical & quantitative skills; advanced Excel and financial modeling experience; accounting skills a plus.
- Experience in developing and analyzing results from quantitative survey instruments.
- A proven ability to translate complex concepts and ideas into accessible, compelling narratives.
- Excellent oral and written communication skills.
- Ability to move seamlessly from one project to another.
- Rigorous attention to detail.
- Fluency in Spanish is desired.

This is highly satisfying work in a diverse and stimulating environment. Co-op Cincy is an Equal Opportunity Employer. Women and people of color are strongly encouraged to apply. Salary is commensurate with experience and subject to available funding constraints.