



Job Title	Chief Financial Officer
Division/Department	Finance
Location	Somerville, MA
Reports to	Jon Bloom, CEO
Key Relationships	With Executive Leadership Team, Operations, and External Stakeholders

About Podimetrics:

Founded in 2011 by a physician and engineers from MIT and Harvard, Podimetrics set out on a mission to improve patient lives through early detection and prevention of diabetic foot ulcers, the leading cause of lower limb amputations. Podimetrics has since evolved to become a rapidly growing virtual care management company with advanced technology and patient-centered services.

Today, Podimetrics **teams** with and provides **solutions** to patients, payers and providers that **alleviate** the health and financial implications of diabetic foot complications in **high-risk populations**. We are a **mission driven, financially responsible** enterprise that enables patients to stand on their own feet and live more independent and fulfilling lives.

Core Values:

- **People First:** We care for our people: team, patients, clinicians & health plans, and stockholders.
- **Empathy & Compassion:** We seek to understand and take action to improve.
- **Respectful Candor:** We are direct in communication and work to create an environment where all can share their perspectives without risk of repercussions.
- **Active Curiosity:** We are deeply curious, always striving to learn more and do better.
- **Resourcefulness:** We are deliberate in our investment of team and capital, creating opportunity regardless of resources.
- **Do the Right Thing:** We do the right thing, consistent with our values, even when it is challenging.
- **Enjoy the Ride:** We are going to have a lot of fun doing it.

Role & Responsibilities:

Responsibilities include, but are not limited to, providing leadership, oversight, and guidance for the financial viability of Podimetrics by establishing and monitoring financial plans and budgets.

1. Assess organizational performance against both the annual budget and Podimetrics' short and long-term strategic goals and objectives.



2. Complete financial results analysis; prepare revenue forecasts, monthly management reports, budget, key performance indicators, and Board reports.
3. Develop and utilize forward-looking, predictive models and activity-based financial analysis to provide insight into the organization's operations and business plans
4. Oversee cash flow planning and ensure availability of funds as needed.
5. Oversee the A/R function, collection activity, and executive-level communication with major payors when necessary
6. Oversee the preparation and communication of monthly and annual financial statements.
7. Oversee financing strategies and activities, as well as banking relationships.
8. Oversee investments and asset management.
9. Oversee the A/P, A/R, accounting, and finance departments to ensure proper maintenance of all accounting systems.
10. Manage the financial affairs of Podimetrics according to sound business practices, Podimetrics' policies/procedures, and various government regulatory requirements.
11. Ensure regulatory compliance regarding all financial functions; keep abreast of government regulatory requirements and rapidly changing reimbursement environment to develop and implement changes to policies and procedures as needed.
12. Establish and maintain sound financial controls and record-keeping. Approve financial expenditures up to the level established by the CEO.
13. Coordinate audits and proper filing of tax returns.
14. Review all month-end closing activities.
15. Develop strategic and tactical plans/recommendations for assigned areas, including finance and operations.
16. Participate in critical decisions pertaining to strategic initiatives, operating models, and operational execution.
17. Advise department heads and executive team of needed changes and process improvements.

Qualifications:

1. MBA, CPA, MHA or Masters in Accounting, Finance
2. Ten (10) years progressively responsible managerial/leadership experience at the director and/or CFO level in financial accounting, cost accounting, A/P Payroll, reimbursement, and budgeting in a health care organization or similar environment.
3. Must have experience in a senior financial-management role, partnering with executive staff, resulting in the development and implementation of creative financial management strategies.



4. Demonstrable experience working with information technology staff to manage finance and accounting software packages.
5. Experience in operations management, with knowledge of clinical operations and hospital financial policies and procedures.
6. Strongly recommended prior experience in executive role of public company, and familiarity with requirements for transitioning from private to public company via IPO, SPAC or otherwise.

Critical Competencies:

1. Capability

- a. Experience growing companies. Has significant experience in high growth enterprises growing companies to scale.
- b. Strategic thinking/visioning. Able to see and communicate the big picture in an inspiring way. Determines opportunities and threats through comprehensive analysis of current and future trends. Focuses on what matters most.
- c. Intelligence. Learns quickly. Demonstrates ability to quickly and proficiently understand and absorb new information. Can engage in logical discourse.
- d. Creativity/Innovation. Brings creativity and problem-solving ability to address any challenging situation. Generates new and innovative approaches to problems.

2. People

- a. Leadership. Utilizes a teaching/coaching style of leadership and management to elevate and lead high performing care management team.
- b. Relationship building. Can establish rapport quickly. Able to build and maintain diverse relationships.
- c. Enthusiasm. Can inspire excitement for the company's vision and current capabilities. Exhibits passion and excitement over work. Has a can-do attitude.
- d. Communication. Speaks and writes clearly and articulately without being overly verbose or talkative. Is an active listener.
- e. Trustworthiness. Can build trust and gain respect.
- f. Empathy. Shares great care for others. Has a deep respect for the complex patients we serve.
- g. Collaborative. Partners with internal and external stakeholders to create exceptional output
- h. Teamwork. Excels as a team. Has respect for colleagues. Elevates team above individual work. Celebrates wins. Makes a commitment to working with shared leadership and in cross-functional teams

3. Drive

- a. Persuasion. Able to convince others to pursue a course of action.
- b. Aggressiveness/Persistence. Moves quickly and takes a forceful stand without being overly abrasive. Demonstrates tenacity and willingness to go the distance to get something done.
- c. Courage and Conviction. Is comfortable speaking up and confronting challenges. Stands up for what is right. Challenges preconceptions. Makes space for failure.

- d. Flexibility/adaptability. Adjusts quickly to changing priorities and conditions. Copes effectively with complexity and change.
- e. Calm under pressure. Maintains stable performance when under heavy pressure or stress.
- f. Follow-through on Commitments. Lives up to verbal and written agreements, regardless of personal cost.

Podimetrics is committed to a diverse and inclusive workplace. We are an equal opportunity employer and do not discriminate on the basis of race, national origin, gender, gender identity, sexual orientation, protected veteran status, disability, age, or other legally protected status.

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