

Manager, Tax and Investment Accounting

Margaret A Cargill Philanthropies – Eden Prairie, MN

ClearPoint Search Group is leading the search for the next **Manager of Tax and Investment Accounting** at Margaret A. Cargill Philanthropies (MACP). The Manager of Tax and Investment Accounting will lead the specialized investment accounting and tax services, leveraging expertise in complex investment structures. Additionally, this position leads research and analysis for long-term distribution planning. This role will report to the Director of Tax and Financial Planning and is a member of the Finance team.



ABOUT MARGARET A. CARGILL PHILANTHROPIES:

Margaret A. Cargill Philanthropies (MACP) is the umbrella over the grantmaking foundations created by the late Margaret Cargill: Margaret A. Cargill Foundation and Anne Ray Foundation. MACP provides meaningful support through long-term relationships with strategic grantee partners across seven program domains: Environment, Disaster Relief & Recovery, Arts & Cultures, Teachers & Students, Animal Welfare, Quality of Life, and Legacy & Opportunity. The collective assets of MACP place it among the 10 largest philanthropies in the United States.

The two foundations have separate boards and investment portfolios but share a common mission of providing meaningful assistance and support to society, the arts, and the environment.

Margaret A. Cargill Foundation is a private foundation that came into existence upon Ms. Cargill's death in August 2006. In 2023, MACF's total assets were \$3.2 billion.

Anne Ray Foundation is a supporting organization, which may make grants only to beneficiary organizations specifically named by Ms. Cargill. In 2023, ARF's total assets were \$4.8 billion.

MACP's grantmaking approach is anchored in providing meaningful support through long-term relationships with strategic grantee partners to make a meaningful, measurable, and sustainable difference on priority problems within our domains. In 2023, MACP's grantmaking totaled approximately \$330 million.

MACP's grantmaking underscores the values and guiding principles of Margaret A. Cargill by: using education and innovation as a means to achieve core purposes; empowering people to be self-sufficient; maintaining a low profile while meeting the needs of others; supporting programs that could have a broad impact, having socially redeeming values and standards, and that value life; and relieving suffering in times of disaster. As a core element of its philosophy, MACP invests in long-term relationships with key grantee organizations in order to find solutions that are consistent with the values of both parties. For more information on MACP's grantmaking, please visit: [About MACP's Grantmaking](#).



ABOUT THE OPPORTUNITY:

The **Manager of Tax and Investment Accounting** will lead the specialized investment accounting and tax services, leveraging expertise in complex investment structures. Additionally, this position leads distribution planning and is responsible for research and analysis to support reporting and decision-making. This role will report to the Director of Tax and Financial Planning and is a member of the Finance team.

RESPONSIBILITIES:

Tax and Investment Accounting

- Manage tax compliance processes for two grantmaking entities, including Form 990 and Form 990-T, with an emphasis on reporting requirements associated with diversified, global investment portfolios.
- Lead accounting and tax research and analysis, including:
 - Coordinate due diligence reviews for new investments, including program-related investments.
 - Lead work to review and document accounting and tax positions related to investments, including annual investment valuation analysis.
 - Research accounting and tax guidance and determine compliance processes for new investment types and transactions, working in close partnership with the Assistant Controller on GAAP interpretations.
- Lead recording of investment transactions; ensure accounting records for investments are maintained in compliance with policies and procedures, in close partnership with the Assistant Controller.
- Lead distribution planning to support decision-making, including analyzing important drivers for change in model inputs and outputs.
- Lead accounting for taxes, including recording tax provision and related disclosures, to support financial reporting.
- Partner with MACP's Trading and Investment Operations team to support cross-functional collaboration for the investment portfolios.
- Provide flexible support to the finance team; work collaboratively and back up other team members and activities.

Staff Management and DEIJ

- Supervise, train, and develop tax and investment accounting staff.
- Champion MACP's vision and commitment to diversity, equity, inclusion, and justice ("DEIJ") by demonstrating awareness of systemic racism and other forms of structural injustice and committing to advance DEIJ efforts by embedding it into team and organization-wide goals and work.
- Demonstrate commitment to intercultural understanding and sensitivity with the ability to lead teams through the operationalization of DEIJ into strategy, processes, practices, and relationships.

ABOUT OUR WORKPLACE:



Our community of 115 employees brings expertise from a variety of professional and personal experiences. We are inspired by a common mission, shared values, and the difference we can make by working together.

MACP's home in Eden Prairie, Minnesota is a foundational aspect of our identity, reflecting an organizational commitment to sustainability, balance, and collaboration. All employees are expected to live in the area and relocation support is available for candidates not currently residing in the area. Our renovated space is LEED Platinum certified and features include sustainable materials, outdoor meeting areas, a fitness room, and art that reflects our grantmaking and the communities where we work. Our space is a living reminder of our values.

We are proud to offer a welcoming workplace that supports our employees' careers, health, and overall wellbeing. We supplement that environment with activities throughout the year that promote collaboration, learning, and fun. Reflecting our investment in staff wellbeing, we have deepened our commitment to flexible work schedules and have implemented an innovative new approach to work arrangements. All MACP staff have a reduced workweek, with half-day Fridays, and the option of working remotely up to two days per week.

COMPENSATION AND BENEFITS:

MACP has identified a salary range of \$129,000 – 160,000 for this role, plus relocation support if needed. The actual starting salary of the candidate will be commensurate with years, breadth, and depth of relevant experience, education, certifications, credentials, special skills, accomplishments, and other factors relevant to the position.

In addition to its compensation offering, MACP provides a comprehensive employee benefits package including:

- Strong medical, dental, and vision benefits for staff and their dependents with competitive monthly premiums and flexible spending accounts for health and dependent care
- Minimum of 20 days of paid time off, in addition to a week-long year-end office closure
- Retirement programs, including 401(k) matching at 5%; MACP may provide a discretionary contribution to employees' 401(k) plan that vests over a five-year period.
- Additional benefits such as an employee assistance plan, paid parental leave, and tuition reimbursement.

MACP's compensation and benefits are intended to be competitive and support employees' careers as well as their lives outside of work.

For more information about MACP, please visit our website: www.macphilanthropies.org.

To Be Considered Please apply to the position at:

[Link to Application](#)

ClearPoint Search Group has been retained by Margaret A. Cargill Philanthropies to lead this search. For questions or additional details please contacts:

Greg Curtis
Partner
612-860-7124
gcurtis@clearpointfinance.com

Kevin Johnson
Partner
612-597-2140
kjohnson@clearpointfinance.com

