

Opportunity Profile

UZURV

UZURV

Chief Financial Officer

ABOUT THE COMPANY

Mobility independence is for EVERYONE. Transportation gives people freedom – to work, to take care of their needs, and to enjoy their lives. UZURV is the assisted mobility marketplace and transportation network company for riders, funding organizations, and qualified providers that makes accessible transportation easy, safe, and efficient – so it just works.

UZURV uses technology and operational processes, guided by a world-class team to improve transportation in communities across the country. Since 2017, our team has tackled seemingly intractable challenges transit agencies and community transportation programs face when providing rides to people with disabilities and older adults. We solve for driver shortages, vehicle shortages, rising costs and program inefficiencies, while providing the rider the world-class service they deserve.

The Adaptive Transportation Network Company (TNC) Model – Our First Growth Engine - UZURV has adapted the Transportation Network Company (aka Rideshare or Ride-hailing) model from the ground up to provide accessible and reliable transportation for people with disabilities and older adults. Most of our clients are transit agencies, and their contracted service providers, who provide ADA Paratransit programs in their communities. With UZURV, these programs realize all the cost and efficiency benefits of a TNC, with a new network of drivers that are onboarding to comply with a variety of Federal, State, Local and program rules, regulations and requirements. All this AND agencies enjoy significant increases in rider satisfaction with lower average per ride costs for the community.

Up to

50%



SAVINGS

On a per-ride average as compared to traditional paratransit services

57%



MORE EFFICIENT

UZURV moves more riders per hour than traditional paratransit

98%



RIDER SATISFACTION

Riders enjoy shorter travel times, reliable on-time performance and drivers onboarded to provide compliant and sensitive service

ABOUT THE COMPANY

Proven Success

UZURV holds multi-year contracts for assisted community mobility services with more than 40 organizations across the United States, including 10 of the top 20 largest ADA paratransit programs by rider volume. UZURV is well regarded in the transit industry where we've tapped only a small % of the available paratransit market. We also believe there's significant additional opportunity in each market for our core assisted community mobility services.

- Profitable, \$100M+ gross receipts
- Audited financial statements
- UK-based family office majority owner
- 7-member Board with 5 outside directors
- Active Audit & Risk Oversight Committee
- 40+ programs across 18+ states
- Certified Great Place to Work (2025)

UZURV MAJOR TRANSIT AGENCY PARTNERSHIPS



A Platform To Build On

UZURV helps communities lower the cost of transportation for people with mobility challenges – while delivering much more reliable, timely service that appropriately meets the needs of each rider. The UZURV Assisted Mobility Platform simplifies the operation and management of onboarding, managing compliance, dispatching, and monitoring assisted community mobility services. The platform provides powerful program management and reporting tools for mobility management, transportation systems, and service providers, including UZURV's own Adaptive Transportation Network (Adaptive TNC) service model. UZURV's Adaptive TNC onboards drivers, with drug and alcohol screening that meets FTA standards, for ADA Paratransit and rider choice programs.

THE OPPORTUNITY | CHIEF FINANCIAL OFFICER

Reporting directly to the CEO, the CFO will lead the company's finance function while focusing primarily on forward-looking financial strategy, enterprise value creation, and capital optimization.

UZURV has a capable, committed operational finance team in place — led by a current executive team member who will report to the new CFO. This role is not about building financial discipline from scratch, but about accelerating the development of the function and the team.

The successful candidate will understand and relate to the importance of our mission, as well as bring the strategic perspective and experience to help UZURV operate from a position of strength—optimizing capital structure, strengthening risk management, and ensuring the organization is fully prepared to capitalize on any strategic opportunity or liquidity event it chooses to pursue. This is an ideal opportunity for a versatile, hands-on, and highly strategic finance leader who thrives in fast-growing environments, is committed to our mission, and excels at looking outward and forward to unlock long-term value. We seek a seasoned CFO with a strategic mindset and demonstrated track record of success:

- Evaluating and executing strategic transactions
- Managing relationships with the Board, the A&RO Committee, commercial banks, investment banks, independent auditors, major investors, potential strategic partners
- Ensuring successful reviews of GAAP Financials and Quality of Earnings Reports
- Ensuring prudent forward-looking financial results and capital projections
- Cross-discipline collaboration with the C-Suite and Executive Team, including ensuring that the Company is due diligence ready and that best practices Risk Management processes are followed
- Guidance in optimizing cashflow and best practices financial management
- Enhancing capital planning, capital management, and a demonstrated track record of joining high-performing companies at pivotal moments—Series B, Series C, and beyond—and helping position them for a wide range of successful outcomes, including continued private growth, strategic expansion, or liquidity events.

KEY RESPONSIBILITIES

Strategy, Enterprise & Value Creation

- Serve as a strategic partner to the CEO, Board of Directors, and A&RO Committee, providing forward-looking financial leadership and independent judgment.
- Lead long-range financial strategy, capital planning, and scenario modeling to support sustained growth, capital efficiency, and enterprise value creation.
- Optimize capital structure, liquidity, and financing strategies, including stewardship of banking relationships and evaluation of alternative capital options.
- Ensure the company is prepared for potential strategic transactions, including equity raises, recapitalizations, or change-of-control events.

Board, Investor & External Stakeholder Leadership

- Own financial engagement with the Board, the A&RO Committee, lenders, auditors, insurers, and major shareholders.
- Ensure high-quality GAAP financials, audits, and Quality of Earnings processes that meet the expectations of sophisticated stakeholders.
- Lead interactions with investment banks, advisors, and potential strategic partners as opportunities arise.
- Communicate complex financial narratives clearly and credibly, inspiring confidence in the company's financial position and strategic direction.

Culture, Ethics & Mission Alignment

- Uphold the highest standards of integrity, transparency, and ethical leadership.
- Act as a culture carrier for UZURV's mission-driven purpose, reinforcing trust with employees, partners, and stakeholders.
- Serve as a connector across functions, ensuring financial strategy is understood, trusted, and effectively executed across the organization.

KEY RESPONSIBILITIES

Financial Leadership & Decision Support

- Oversee forecasting, budgeting, and multi-scenario financial planning to support growth initiatives, risk management, and capital allocation decisions.
- Establish and evolve enterprise-level KPIs, dashboards, and performance metrics and related reporting that inform executive and Board decision-making.
- Partner with the executive team to evaluate profitability, unit economics, and return on investment across programs, contracts, and markets.
- Translate financial strategy into actionable insights for operational leaders while maintaining agility and entrepreneurial speed.

Risk Management, Governance & Financial Maturity

- Lead enterprise risk management in partnership with the A&RO Committee, ensuring proactive identification and mitigation of financial, operational, and regulatory risks.
- Strengthen financial governance, internal controls, and compliance frameworks appropriate for a mature, multi-state, government-services organization.
- Ensure the finance organization, systems, and processes continue to scale in line with growth, complexity, and stakeholder expectations.

Finance Organization Leadership

- Lead and develop a high-performing finance leadership team, with operational finance, accounting, tax, payroll, and treasury execution led by the EVP of Finance.
- Set clear strategic priorities, expectations, and performance standards for the finance function, building the right tone from the top and culture of accountability.
- Foster a collaborative, accountable, and mission-aligned finance culture that supports UZURV's values and growth objectives..

QUALIFICATIONS

Experience & Background

- 10+ years of progressive senior finance leadership experience, including service as a CFO or enterprise-level finance leader in a high-growth organization.
- Demonstrated success guiding companies through growth-to-mature-growth phases (Series B, Series C, and beyond), with increasing complexity, scale, and stakeholder expectations.
- Proven experience preparing organizations for a range of strategic outcomes, including continued private growth, strategic transactions, recapitalizations, or IPO readiness.
- Track record of leading seller-side transaction processes, including engagement with investment banks, investors, and potential strategic acquirers.
- Deep experience partnering with Boards of Directors and Audit / Risk Committees, with the credibility and judgment to operate as a trusted advisor.
- Experience within technology-enabled services, SaaS, managed services, or government services environments strongly preferred.
- Bachelor's degree in Finance, Accounting, or a related field required; MBA, CPA, or equivalent advanced credentials preferred.

Strategic & Financial Leadership Capabilities

- Expert in forward-looking financial strategy, capital planning, and multi-scenario modeling to support enterprise value creation and capital efficiency.
- Strong understanding of capital structures, liquidity management, and financing strategies, including bank debt and alternative capital sources.
- Ability to translate complex financial analysis into clear, actionable insights for executive leadership and Board-level audiences.
- Proven ability to balance financial rigor, risk management, and governance with speed, flexibility, and entrepreneurial decision-making.

QUALIFICATIONS

Leadership, Influence & Presence

- Executive presence with the ability to influence, challenge, and support senior leaders with confidence and discretion.
- Proven leader of senior finance teams, with experience building scalable organizations through delegation, empowerment, and talent development.
- Strong communicator with exceptional written, verbal, and presentation skills across financial and non-financial audiences.
- Reputation for integrity, sound judgment, and calm leadership in high-stakes, high visibility environments.

Systems, Governance & Scale

- Experience overseeing the evolution of financial systems, data, and reporting infrastructure to support growth, complexity, and transparency.
- Advanced proficiency with Google Workspace and Microsoft Office, along with strong experience using NetSuite or similar ERP and financial systems.
- Strong understanding of GAAP, audit processes, Quality of Earnings, and enterprise risk management frameworks appropriate for sophisticated stakeholders.
- Comfortable operating in regulated, multi-state, or compliance-driven environments with external oversight

BENEFITS OVERVIEW

- **Medical:** 7 plan options through UnitedHealthcare; company covers most individual premiums and a substantial portion of family plans
- **Dental & Vision:** Dental plan with \$50 annual deductible; vision plan with \$15 copay exam every 12 months
- **Disability & Life Insurance:** Short-term and long-term disability (60% income replacement); Basic Life & AD&D coverage
- **HSA & FSA:** Available starting on first day of employment
- **Paid Time Off:** 20–30 days PTO based on tenure + 11 company holidays
- **401(k):** 100% match up to 3% of salary, plus 50% match up to 5%

UZURV 2025 EMPLOYEE SURVEY



Employees say this is a great place to work

It's a great growth story and business. It's also a **truly mission-driven great place to work** with an exceptional team and focus on culture.

91% of employees at **UZURV** say it is a great place to work compared to **57%** of employees at a typical **U.S.-based company**.



Source: Great Place To Work® 2021 Global Employee Engagement Study.

100%

When you join the company, you are made to feel welcome.

96%

I feel good about the ways we contribute to the community.

95%

I am given the resources and equipment to do my job.

94%

When I look at what we accomplish, I feel a sense of pride.

94%

I'm proud to tell others I work here.

RICHMOND, VA



Richmond is a vibrant city where history, creativity, and culture intersect. Murals brighten neighborhood streets, from the Fan District—named one of *Southern Living*'s Best Neighborhoods—to bustling local shops, restaurants, and markets. Major museums, including the Virginia Museum of Fine Arts, draw national attention, while a thriving food scene earned Richmond a spot on *National Geographic*'s list of the world's top destinations for food.

The James River runs through the heart of the city, offering whitewater rafting, biking along the Virginia Capital Trail, and relaxed afternoons on the river rocks. Richmond blends walkable historic charm with emerging nightlife, craft breweries, and a lively arts and music scene. With deep roots in American history, striking architecture, and a growing creative community, Richmond offers a dynamic mix of old and new—and an exceptional quality of life.

YOUR FAHRENHEIT ADVISOR



Amanda Maino

Director, Executive Search & Recruiting

Amanda Maino is a Director in Fahrenheit Advisors' Executive Search practice, specializing in C-suite and senior leadership searches for private equity, professional services, and mission-driven organizations. She brings a strategic, relationship-centered approach to each engagement, aligning leadership talent with business goals. Her background spans in-house and agency recruiting, giving her a well-rounded view of talent strategy and organizational growth.

Amanda partners closely with boards, CEOs, and investors to recruit leadership talent that aligns with both short-term objectives and long-term vision. She is especially skilled at translating complex business needs into clear talent strategies, navigating cross-functional environments, and building consensus across executive stakeholders.

📍 Richmond, VA

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📋 If you think your background could be a good match, we'd love for you to learn more and apply.
You can view the full job description and submit your application using the link: [APPLY HERE](#)