



OUR CLIENT

Our client is a social enterprise established over a decade ago with the mission of providing financing, training and market opportunities for small scale and rural farmers in Africa via a market based model. The organization fulfills its mission by providing asset financing through loans, market facilitation, distribution of farm inputs and training to its clientele base. Its operating model enhances the organization's ability to remain financially sustainable and expand its reach annually.

BACKGROUND

Our client is growing at a fast pace and are proud to soon represent Africa's largest network of small scale farmers. By 2020, they will serve at least 1 million farm families - with more than 5 million people living in those families. And the farmers our client serves will produce enough surplus food to feed another 5 million of their neighbors.

ROLE PROFILE

Our client is seeking an exceptional, experienced leader, with a long-term career interest in international development and finance, and the ability to lead effectively in a fast-paced environment. As part of a rapidly growing organization, you will work closely with the Global Controller and the CFO to set the vision and direction for the department. You will drive the strategic agenda forward, providing leadership on key projects, and working with other functions across our clients' platforms.

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| Job Title | Senior Finance Manager / Finance Manager |
| Reports to | Global Controller / Chief Financial Officer |
| Location | Kigali, Rwanda |
| Required | Minimum 2-year commitment, Full-time position |
| Language | English required, French or Kinyarwanda preferred |

JOB DESCRIPTION

The Senior Finance Manager / Finance Manager will work closely with the Controller/Director of Finance, to ensure all our clients' finance data and financial reporting submissions are accurate, timely, and complete, as well as ensuring they can provide useful information for evaluating and improving their program operations. Responsibilities will include oversight of financial compliance across their program countries, financial reporting under US GAAP and local statutory rules, and advisory services to their country programs on matters of compliance and financial structure. You will further develop our clients' KPI's over financial reporting and compliance, and work cross-functionally to implement projects which improve their efficiency, and which facilitate smart financial controls that work in our clients' dynamic environment.

RESPONSIBILITIES

- **Lead Financial Compliance and provide advisory services to Country Programs**
 - i. You will lead Financial Compliance for the organization, creating a strategy to address key needs and ensuring we can provide the necessary global and local support for statutory reporting, local taxes, and other financial compliance needs.



- ii. This may include establishing processes for new program countries, improving processes in existing countries, and advising our program teams on the optimal financial structure to serve their farmers
- **Improve accuracy and utility of financial information**
 - i. Coordinate with various teams working on process improvements, with a goal of improving first-time data quality
 - ii. Ensure finance project roll-outs have excellent communication, clear procedures, proper training, and easy-to-follow desktop instructions
 - iii. Implement, monitor and follow-up on KPIs that allow our client to measure and improve Financial Reporting, Compliance, Finance Operations, and Internal Controls
- **Ensure Effective Controls over Financial Reporting**
 - i. Develop and implement policies related to financial reporting and compliance
 - ii. Implement smart internal controls over financial reporting, which address key risks, while effectively keeping pace with new initiatives and program growth
 - iii. Working with Internal Audit, develop analytics and procedures to prevent and detect fraud and ensure those procedures are implemented and monitored
- **Ensure accurate financial reporting under US GAAP**
 - i. Review and analyse financial information provided by accounting, and support/review the final preparation of consolidated financial statements and the accompanying notes, as well as other information required for lenders, donors, and other external parties
 - ii. Working with the Controller, evaluate the treatment of new or changing items and ensure proper presentation and disclosure under US GAAP
 - iii. Prepare/Review IRS Form 990 information

CAREER PROSPECTS

The organization invests in building management and leadership skills. Your manager will invest significant time in your career development. They will provide you with constant, actionable feedback delivered through mentorship and regular management consulting-style career reviews. They also have regular one-on-one meetings, where they listen to and discuss career goals, and work collaboratively to craft roles that each person can be passionate about. Because of its rapid growth, the organization constantly have new high-level positions and opportunities opening up in many functions and locations. This results in fast career growth for its staff.

QUALIFICATION / EXPERIENCE REQUIREMENTS

We are seeking an exceptional professional with **7 to 15 years of work experience and a demonstrated passion for international development**. Candidates who fit the following criteria are strongly encouraged to apply:



- CPA / ACCA or similar certification required
- Work experience in a finance role – public accounting or audit experience desirable.
- US GAAP and Statutory financial reporting experience preferred.
- Significant People Management experience in a relevant role
- Ability to prioritize and adjust, and to help your team to do the same, in a dynamic, high-growth environment
- Previous experience with SAP Business One a plus
- Strong communication and relationship building skills
- Humility

EXPECTED START DATE

As soon as possible

COMPENSATION

The position offers a modest starting salary that affords a high quality of life in the location of operation. This is a career-track role with performance-based raises and the ability to expand responsibilities over time.

BENEFITS

Health insurance, immunization, flights, housing

VISA SPONSORSHIP

Yes, visa sponsorship is available for strong international candidates or non-citizens of the host country.

East Africans are however strongly encouraged to apply.

If you possess the relevant skills for the above role and wish to take advantage of this exciting opportunity, please mail your updated resume to hello@talentstoneafrica.com

For questions or enquiry on this opportunity, please call +234 1 453 9939