



**JOB TITLE: Chief Financial Officer**

*Category: Finance*

*Job Description*

**A CAREER ADVANCING FINANCIAL INCLUSION:**

**ABOUT FINCA IMPACT FINANCE**

FINCA Impact Finance believes all people should have the opportunity to leverage their wisdom, talent and effort to determine their own destiny. Our worldwide network of full-service banks and microfinance institutions are grounded in the conviction that inclusive finance is critical to bringing people out of poverty. FINCA sets standards for the microfinance industry, constantly innovating and developing new products and services that help our customers achieve their dreams. Millions of entrepreneurs rely on FINCA's commitment to customer protection and an unmatched customer experience to build a better future for themselves, their families, and their communities.

Most of FINCA's 7000 dedicated employees live and work in the communities we serve. We hire people from a wide variety of backgrounds at all career stages to fully connect with our customers and strengthen the institution. FINCA expects employees to personify our values of transparency, active listening, accountability, and respect. Successful candidates will embrace our brand attributes of warmth, trust, and responsible banking, and possess a commitment to collaboration, service, and inclusivity.

**Role Purpose**

The **Chief Financial Officer (CFO)** is directly responsible for leading and managing all finance and accounting activities of FINCA Tanzania and supervises all its finance staff. S/he will ensure that the financial performance, and finance and operating activities, of FINCA Tanzania will support FINCA Tanzania in pursuing its mission over the long term while maintaining a stable, efficient and adequate financial position adequately risk protected. As a member of the Management Team, s/he

shares responsibility for the overall performance and activities of FINCA Tanzania and participates in making decisions on material issues. The CFO reports directly to the CEO and indirectly to the Group CFO of FINCA, to whom s/he is also responsible for the strategic leadership and execution of global finance strategies and initiatives (on an as-needed basis).

## **Accountabilities**

### **General**

- Lead the execution of enterprise and finance strategies
- Lead the financial excellence, resilience and prudence of the company
- Drive the financial performance of the entity alongside Management Board, providing the key business insights
- Lead business intelligence and financial analytics
- Support the CEO in driving the Operating Plan
- Ensure compliance with central bank requirements
- Responsible for the successful and timely issuance of the Audited FSs by the external auditors
- Lead generation of financial statements according to local accounting standards
- Lead timely reporting to relevant local authorities (central bank, tax office, etc.)
- Lead timely reporting to FIF
- Analyze financial data and develop financial analysis as a key management tool with the aim of optimizing FINCA Tanzania's activities: identify risks, inefficiencies, negative tendencies, and propose measures that reduce risks, improving efficiency, and reverse negative tendencies
- Create/modify procedures such that they are low-risk and efficient
- Ensure compliance of FINCA Tanzania with financial covenants in agreements with creditors and donors
- Create cash flow forecasts
- Ensure availability of sufficient resources for lending in the required currency
- Lead all financial transactions with creditors, banks, donors
- Lead the planning and budgeting process of FINCA Tanzania
- Act as the coordinator and main contact person with external auditors
- Keep all Management Team/Board members informed about relevant issues/developments in FINCA Tanzania's finance activities and department
- Participate/vote in decision-making (with Management Team/Board Members) on relevant 'Finance' and 'Non-Finance' issues
- Manages relationships with all Lenders, both local and external, in concert with the CMG Team in HQ.
- Manage the ALCO Process as the principal representative of the local subsidiary.

### **PEOPLE & LEADERSHIP**

- Supervise all finance staff of FINCA Tanzania. For finance staff located in branches, the CFO retains the 'professional responsibility', whereas the 'administrative responsibility' is transferred to the branch manager

- Responsible for hiring/evaluating all finance staff (for branch employees: professional responsibility only; administrative responsibility is with branch manager), and their dismissal, if necessary
- Assess the training requirements for the Finance Department as a whole and for its individual employees, and develop a capacity building plan for the Department and its individual employees
- Preparation of staff to assume management positions
- Conduct performance evaluations of the staff reporting to him/her and verify that the supervisory personnel also perform evaluations of their staff in a timely manner according to established procedure

#### *Job Requirements*

#### **Qualifications**

- Master's degree in finance or business related fields of study
- CPA/ACCA or Chartered Accountancy qualification

#### **Experience**

- At least 10 years' work experience in Banking and 5 years at similar position or Senior Level

#### **Language Skills:**

- Fluency in English

#### **Travel requirements**

- Availability and willingness to travel up to 25% of the time

#### **Physical Demands**

- Ability to travel in economy class when traveling by air or rail.

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