



Position Specification

Amref Health Africa
Group Finance Director

Our Client

Amref Health Africa was founded in 1957 and has since grown to become the largest African-based international health development organisation; currently implementing more than 180 programs, reaching more than 40 million people across 35 African countries; and a staff complement of over 2,400. Headquartered in Nairobi, Kenya, Amref Health Africa has offices in ten countries in Africa – Burkina Faso, Ethiopia, Guinea (Conakry), Kenya, Malawi, Senegal, South Sudan, Tanzania, Uganda and Zambia. An additional nine advocacy and fundraising offices are located in Europe and North America.

Amref Health Africa is driven by its vision of 'Lasting health change in Africa' and its mission 'To catalyze and drive community-led and people-centred health systems while addressing the social determinants of health'. We believe that the power to transform Africa's health lies within its communities, and therefore strive to ensure that health systems are not only functional but that communities are empowered to hold these systems accountable for the delivery of quality and affordable health care.

The Role

As a key member of the Group Leadership Team, the Group Financial Director has a strategic role in the overall management of the Amref Group, which is made up of the NGO activities within Amref Health Africa, Amref Flying Doctors and the Amref International University. The Group CFO spearheads financial leadership with a dynamic focus on managing a substantial budget of 250 million USD. This pivotal role involves driving financial strategy and decision-making at the highest levels, positioning our organization for sustainable growth and success in a rapidly evolving environment.

The role holder will be customer focused strategic leader with strong financial and commercial acumen, exceptional analytical skills, excellent communication ability and a proven track record of overseeing financial and cash flow management. They will have experience of managing senior donor relationships with the ability to navigate a dynamic environment and maintain the highest standards of integrity and accountability while making sound decisions.

The role holder leads strategic financial management for the Amref Group, and has key responsibilities for the oversight of risk management, reporting, budgeting and asset management. Additionally, the role holder ensures operational excellence within the Finance function and ensures that standards are fully met in accordance with the organization's policies and international accounting standards.

Primary Responsibilities

Strategic oversight of the finances

- Develop and implement financial strategies aligned with the organization's mission and goals;
- Provide input into the development of the organization's overall strategic plan;
- Oversee routine financial analysis on program expenditures, documenting and monitoring overall performance, analyzing trends, and identifying gaps;
- Take a lead role in financial planning, budgeting, and forecasting, aligning these activities with strategic objectives to achieve long-term sustainability;
- Input to the Group Leadership Team and the Senior Leadership Team in high level decision making activities with a key focus on the organization as a whole;
- Play a key role in the development of financial strategies of all the Amref Group entities.

Governance

- Report to the Finance and Investment Committee of the International Board on all key matters affecting the Amref Group and seek their advice and guidance on the development of the Finance function in the organization;

- Provide executive management and the International Board with advice and recommendations to strategically enhance financial performance and business activities across the Amref Group and support the International Board in making informed strategic decisions;
- Ensuring compliance with all national legal and statutory requirements for the management of its financial resources including compliance with international accounting (IFRS and IPSAS) and donor requirements;
- Providing support to the Group CEO, senior management, the International Board, individual boards, the Council of the University and all other governance bodies across the Amref Group regarding the development and implementation of appropriate financial practices;
- Provide input on the financial implications of proposed strategies and initiatives;
- Formulating and recommending sound governance principles by keeping up to date with new developments and best practices.

Forecasting

- Directing financial strategy, planning and forecasts for all Amref Group entities;
- Perform the role of finance lead for the annual budgeting process;
- Develop and maintain accurate and timely financial forecasts, including short-term and long-term projections for all entities within the Amref Group;
- Oversee the provision of ongoing financial modeling and analysis expertise and help finance staff to use financial models and analytical tools to predict future financial performance based on various scenarios;
- Oversee and approve all Amref Group budget proposals and ensure they reflect the financial capacity of the organization;
- Review reports to analyze budgets against actual figures and suggest methods of improving the planning process as appropriate;
- Analyze all Amref Group operations to identify opportunities and areas that need to be reorganized, down-sized, or eliminated.

Reporting

- Overall responsibility for financial reporting for all Amref Group entities;
- Circulate timely monthly and year-to-date financial reports to all senior personnel in the organization, as well as those charged with governance, with accompanying analysis of results across all Amref Group entities, highlighting areas of concern or in need of action and thereby enabling effective and timely decision making;
- Using the full functionality of the ERP, present regular reporting and analysis, including key metrics reports, and conduct ad hoc financial analysis as required;
- Ensure financial management reporting processes are in place to support the ongoing and future needs of the organization;
- Prepare the financial section of the annual report.

Cash management

- Oversee the organization's cash flow and liquidity position, projecting and identifying early any cash flow challenges in order to make timely interventions;
- Lead banking relationships and investment strategies to optimize returns;
- Ensure returns on investment of funds are optimized;
- Review credit checks on banks and other counterparties and recommend new corporate banking relationships for approval by the International Board as appropriate;
- Ensure that all Amref Group entities have sufficient cash resources on hand to continue their operations;
- Oversee foreign currency balances and ensure they are managed to minimize exchange rate exposure and that trading is done at cost effective rates.

Internal control environment

- Ensure that the internal control environment across the whole Amref Group is fit for purpose and that it produces reliable financial information on a timely basis that aids effective decision making;
- Oversee the continuous improvement of accounting and financial processes;
- Ensure that the organization is in compliance with all internal policies and relevant regulations and ensure legal, regulatory and other filings are completed in a timely manner;
- Ensure the safeguarding of all organization assets through insurance cover and adequate internal controls.

Leadership of the Finance and Procurement function

- Build and lead a high-performing finance and procurement teams;
- Foster a culture of accountability, professionalism, transparency and continuous improvement;
- Provide coaching, guidance and support, through the performance management process;
- Provide for appropriate career building and professional development activities to ensure a culture of growth for all employee groups and consider future opportunities for staff.

Audit and risk

- Oversee the relationship with the external auditors, review and analyze the recommendations from all audits and recommend the audited financial statements to the International Board for approval;
- Ensure compliance with GAAP and applicable laws and rules for financial and tax reporting;
- Comply with IFRS and IPSAS as appropriate for all annual statutory financial statements across the Amref Group and ensure unqualified opinions are achieved within the statutory deadlines;
- Ensure that the Finance functions across the Amref Group assist the Internal Audit department in delivering effectively on their annual audit plan;
- Work with the international Board to formulate the organization's risk appetite and ensure that each entity within the Amref Group operates within it.

Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

Required Qualifications

Experience

- Minimum of 12-15 years progressive practical working experience at a senior strategic management level including board level representation across a wide range of functional business processes.
- Minimum of 10 years of experience overseeing multi-country operations and deep understanding of international financial markets, currencies, and geopolitical factors affecting NGO operations.
- Minimum of 10 years statutory audit experience.
- Development and management of financial, ICT, risk-based audit, grant management, risk, ethics and corporate governance strategies, policies and procedures.
- Proven understanding of Enterprise Resource Planning systems.
- Significant experience in or knowledge of non-profit accounting, including sophisticated fund and grant accounting, compliance, and reporting.

Education

- Bachelor's degree in Finance, Accounting, Business Administration or a related field.
- Internationally recognized accounting qualification.

Core competencies and skills

- **Highly effective leadership:** Demonstrates proven team building ability. Inclined to coach and mentor in order to improve knowledge and ability of others, holding people accountable for results. Able to be trusted with delegated power/authority. Demonstrates a high degree of emotional intelligence and ability to make decisions.
- **Strategic thinker:** Strong strategic and analytical skills and capable of providing clear feedback in a diplomatic fashion. Have a global perspective with an in-depth understanding of finance issues and current global trends impacting on the work of international NGOs. Brings sector knowledge and an understanding of systems thinking to define problems, structure unique solutions, and develop new multi-stakeholder approaches, with the ability to also implement them.
- **Exceptional communication and influencing skills:** As a voice/advocate of the Amref Group, the Group CFO will have strong written and verbal communication skills. They will be a persuasive, credible, and polished communicator with excellent interpersonal and multidisciplinary finance skills. This individual must work collaboratively with internal as well as external partners and other organizations, providing financial expertise.
- **Adaptability:** Agile and adaptable in the face of conflict, crisis, or changing priorities. Has the maturity to work with all members of the Group Leadership Team and the Senior Leadership Team and share responsibility for decisions made.
- **Decision maker:** Ability to consult and seeks consensus but ultimately makes timely decisions. A natural problem solver with a strong bias towards reaching shared outcomes. Experience in delivering results in a dynamic, high-stress environment with time-sensitive demands.
- **Global perspective:** Ability to keep abreast of global economic trends and geopolitical developments that could influence financial markets and impact the organization's financial performance.
- **Analytical:** Ability to analyze and interpret large volumes of data and summarize for the benefit of others and ability to provide insights from financial information.
- **Diversity and inclusion:** Demonstrate commitment to diversity and inclusion, valuing different perspectives and encouraging contributions by all team members who are geographically dispersed.
- **Networking:** A strong track record of seeking and building effective relationships with a diverse range of external partners and stakeholders and securing the best outcome.

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Ref: Group Finance Director
Amref Health Africa

How to Apply

To apply, please submit your CV and cover letter explaining your interest and suitability for the role to responses@russellreynolds.com with the reference '2402-020L' in the subject line. Applications will be accepted until 14th June 2024.

The Group Finance Director will succeed the Group Chief Financial Officer, Jonathan Dutton, who intends to step down in Q3 2025. It is hoped that there will be a period of overlap to allow for a smooth handover, beginning in Q1 or Q2 2025.