

# CHIEF FINANCE OFFICER ROLE BRIEF





# Dear Candidate,

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition. Due to COVID19, conflict in Ukraine and many countries in which we work, malnutrition and hunger have worsened significantly since 2019, reversing a decade of progress. There is growing recognition that our food systems need to change if we are to reverse these trends.

GAIN's Strategy aims to transform food systems to make them accessible to all people and especially those whose are most vulnerable to shocks. By 2027, we aim to improve the access of 1.5 billion people to nutritionally enhanced staple foods, improve the access of 25 million people to healthier diets, and support positive food system change in 12 countries. This is hugely ambitious, bold and complex. To achieve this, we work together with partners including governments, businesses, and civil society at the country and global level.

These goals, and the ways of achieving them, build on our twenty-year legacy of transforming people's lives with improved nutrition through concerted action and effective policy change. Critical to achieving our new Strategy (2023-2027) we must ensure that our financial plans are robust ; that we have the highest standards of financial probity and that we meet our donor's requirements for budgeting and reporting.

We are therefore seeking to appoint a new Chief Finance Officer (CFO) who will join our Strategic Management Team (SMT) and focus on the following main challenges over the initial appointment:

- Provide strategic financial leadership, analysis, direction and sound financial management across GAIN; and develop and lead the team necessary to support this
- Present trusted financial analysis, scenarios, solution options and audit information to the SMT and Board that informs, guides and supports their decision making in support of GAIN's overall strategy
- Lead and support strategic and organisational change in support of GAIN's overall strategy
- Ensure the effective stewardship of GAIN's finances, including compliance with relevant accounting and financial reporting requirements, cash and FOREX

I hope that in learning about our strategy, reviewing our website – including reading what our staff say about us – and reading this brochure will excite you about the challenges and the opportunities of this role. For the right candidate, it offers an exciting mix - responsibility for a critically important area of work in a growing organisation with a strong reputation; leading an evolving team; supporting colleagues across our offices in the North and South; helping us secure donor funding; developing and delivering against a suite of challenging KPIs; delivering outstanding, insightful financial and budgetary advice; supporting our Board and Finance and Audit Committee; setting exemplary personal standards of probity and integrity. You will be a member of our C-suite and therefore expected to contribute to all our collective strategic decision making.

We offer a competitive salary for the right candidate, who can be based in our GAIN offices in London, Nairobi or New Delhi. I look forward to reading your application.

**Lawrence Haddad, Executive Director**

# Our Core Values

Our core values define what is important to us and guide the way we conduct business.

They are built into our Code of Conduct. You can read more about the values and our Code – and the commitment of our staff to these values [here](#)



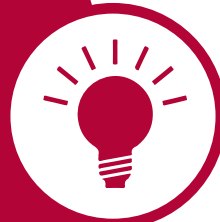
## PASSION

We are committed to achieving change for the most vulnerable. We have high expectations of ourselves.



## VOICE

We embrace equity, diversity, and inclusion, we also listen to and learn from each other. We are respectful and appreciative.



## INNOVATION

We seek new solutions to problems, and we embrace healthy risk-taking. We invest in learning. We are ambitious, open, and curious.



## INTEGRITY

We are honest and transparent, and we deliver on the promises we make. We have consistently high standards of conduct.



## TEAMWORK

We work together as ONE GAIN, and this is very important to us. We care about each other and the work we do.



## HUMILITY

We celebrate success but learn from our mistakes. We recognise our limitations as well as our strengths and aim to carry everybody along.





# About GAIN

**The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition. Working with governments, businesses and civil society, we aim to transform food systems so that they deliver more nutritious foods for all people, especially the most vulnerable.**

Headquartered in Geneva, Switzerland, GAIN has offices in countries with high levels of malnutrition: Bangladesh, Benin, Ethiopia, India, Indonesia, Kenya, Mozambique, Nigeria, Pakistan, Rwanda, Tanzania and Uganda.

To support work in those countries, we have offices in the Netherlands, the United Kingdom, and the United States in addition to Switzerland.

At GAIN, we believe that everyone in the world should have access to nutritious, safe, and affordable food. Today, one in three people – drawn from nearly every country on the planet – are unable to consume enough nutritious food. We work to develop and deliver solutions to this daily challenge.

You can read more about GAIN, our programmes and impact, on our website.







## Job Description

**Job Title:** Chief Financial Officer

The Global Alliance for Improved Nutrition (GAIN) is looking for a dynamic individual to bring strategic leadership and outstanding professional delivery to its finance function, as part of its top management team, reporting directly to the Executive Director. GAIN is a Swiss Foundation and operates under the supervision of the Swiss Federal Supervisory Board for Foundations. The CFO also interacts directly with the Board, with the Finance and Audit Committee (FAC) (and its Chair) and with the external auditors.

**As a growing organisation with a strong reputation for integrity, transparency and accountability, our new CFO will have four key responsibilities over the next few years:**



### **Financial strategy and leadership**

Providing advice and solutions for the Executive Director, SMT and Board that will further improve GAIN's financial position and resource allocation, including the management of foreign exchange and cash positions

### **Corporate finance**

Building and leading the effective delivery of GAIN's corporate finance activities, ensuring robust financial systems and teams that are user-centric (including training) dimensioned and future proofed for a growing organisation; modernising key financial processes and integrating financial management tools; supporting devolution of financial functions and responsibilities; and ensuring a culture of accountability, financial rigour and transparency



### **Budget planning, monitoring, analysis and reporting**

ensuring effective budgeting and financial planning, supporting the development and use of KPIs, developing tools and processes that improve GAIN's value for money for donors, and financial transparency

### **Risk, compliance and controls**

Managing the relationship with the external auditors, obtain necessary financial and legal advice to ensure accounting and regulatory compliance in each country where GAIN operates, oversee the risk management framework and process, oversee the preparation of the statutory annual accounts and ensure the timely and efficient completion of the external audit and donor's audits, monitor the financial aspects of third parties' audits



## These four key responsibilities require the following:

### Financial strategy and leadership

- Lead, develop, articulate and implement the financial strategy for GAIN
- Provide leadership to the Finance function, ensure coordination between Finance and all teams within GAIN
- Develop and recommend corporate policies, procedures, systems and organisations to meet the organisation's financial objectives, with input from the SMT, and oversee their implementation
- Monitor and manage financial risks: country, forex and interest rate risks
- Support costing, pricing and value for money

### Corporate finance

- Prepare and oversee the finance and accounting functions,
- Ensure strong proposal and corporate budgeting
- Develop and monitor KPIs
- Ensure effective cash management
- Build financial capacity and literacy across GAIN
- Lead, develop and manage the Finance team

### Planning, monitoring, analysis & reporting

- Support high quality budget planning and reporting for donors and by GAIN teams and offices
- Ensure a range of insightful KPIs using high quality management information
- Ensure the integrity of all financial information deployed across GAIN and shared externally

### Risk, compliance and controls

- Ensure internal financial controls that are fit for purpose and compliance support GAIN's growth and devolution
- Co-ordinate, control and review the financial and administrative practices of GAIN recipients and implementing agencies.
- Work directly with external auditors and the Chair of the FAC to ensure full regulatory and tax compliance in accordance with all applicable accounting standards
- Manage GAIN's strategic risk register
- Together with the Board, maintain the financial risks analysis and develop the appropriate mitigating factors to those risks
- Work closely with the External Auditor, and prepare the annual audited consolidated and standalone financial statements
- Provide / monitor donors' audit reports

### Legal oversight and procurement

- Manage GAIN's Legal Team to ensure effective integration of legal services across GAIN's work.

### Organisational Relationships

- Report to the Executive Director
- Line manage a small team (c5) and directly manage a larger team of 15-20 finance staff who are geographically dispersed and support a wider team based in our country offices
- Member of the 6-person Strategic Management Team (SMT) and wider Director's Forum (SMT + Country Directors)
- Work independently with internal and external partners in line with GAIN's governance arrangements
- Work closely with Country Directors and the local finance leads who report to them
- Work closely with the IS/IT team on financial systems developments
- Work closely with strategic operations on internal audit, IT and legal issues, and people issues
- Work closely with the FAC



## Appointment of Chief Finance Officer

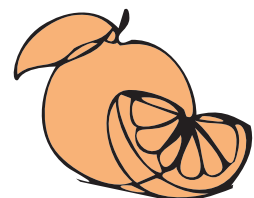




## Skills, Attributes & Experience

The successful candidate will have an outstanding background in the non-profit or a related sector and have demonstrated experience of leading a finance team at either Finance Director or CFO level, including in a multi-country context. They will have enthusiasm for GAIN's mission and values, they will have outstanding personal integrity and dependability. Other prerequisites are:

- Professionally recognised finance qualification, such as ACA, FCA CPA or equivalent with excellent all-round high-level accounting experience
- Excellent team leadership skills to recruit, mentor and develop a diverse and dispersed Finance team
- Strong strategic planning and budgeting, putting finance at the centre of people-driven management and decision-making; able to communicate with and empower staff to deliver high standards of financial management
- Understanding of and ability to operate effectively in different diverse regulatory regimes and in particular, within the regulatory framework and accounting principles relevant to Swiss Foundations
- Experience in designing and implementing organisational structures and business processes that are fit for purpose and support improved delivery
- Highly collaborative, able to work across professional disciplines; able to challenge ideas and be creative in identifying solutions; recognise and manage both opportunities and threats; results-oriented, creative; committed to working in a diverse and inclusive, multidisciplinary environment, entrepreneurial and innovative, experience of driving and supporting successful change
- Knowledge of different funding mechanisms including donor and project funding
- Experience of FOREX and cash optimisation in a non-profit context
- Excellent communication skills for diverse audiences including technical and non-technical staff, Board members and donors; underpinned by outstanding reading, writing and speaking ability in English; preferably a good working knowledge of another language, with a strong preference for French





# Appointment Process and How to Apply

Our GAINers work together to improve the food system and make it work better for the world's most vulnerable people. If you are a talented and passionate individual with a drive to make a change and share our vision of a world without malnutrition, then GAIN wants to hear from you.

To apply, please go to our website and follow the links to Careers at GAIN. For enquiries about the role please contact [cforecruitment@gainhealth.org](mailto:cforecruitment@gainhealth.org)

The deadline for applications is **27th September 2024**.

The role will require travel and communication across global time zones. We will appoint our new CFO to work from a GAIN office in London, Nairobi or New Delhi.

The salary is commensurate with the seniority of the appointment and is location-dependent. GAIN is unable to support visa sponsorship or relocation for this role and candidates must have the existing right to live and work in their country of application to be eligible.

The Global Alliance for Improved Nutrition is committed to equality of opportunity and creating an inclusive environment where diversity is valued. We are keen to reflect the diversity of our society at every level within our organisation and therefore welcome applications from talented and committed people from all backgrounds, representing the diverse societies we operate in. For our full diversity, equity and inclusion policy please see here.