



RESOURCEFUL. HUMAN.

CHIEF FINANCE OFFICER

GLOBAL ALLIANCE FOR IMPROVED NUTRITION (GAIN)

LOCATION: LONDON OR NAIROBI (WORK
AUTHORIZATION IS REQUIRED).



FROM THE EXECUTIVE DIRECTOR

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 Gaza, and in 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.

We are seeking to appoint a new Chief Finance Officer (CFO) who will join our Strategic Management Team (SMT) and provide strategic direction and sound financial management across all of GAIN's 12 offices.

After reading the role profile, we hope that you come away feeling excited about the challenges and the opportunities in this strategic finance function. The role offers a balance of strategic engagement and operationalization for a critically important area of our work. You will lead an evolving team, shaping and delivering against a suite of challenging KPIs. You will bring insight through forward-looking financial and budgetary leadership. You will support and engage our Board of Directors, especially our Finance and Audit Committee, not only with figures, but also through narrative. You will anticipate risks as well as long-term opportunities for growth and sustained impact. You will model exemplary personal standards of probity and integrity. Finally, as a member of our Strategic Management Team (SMT), you will contribute to all of our collective strategic decision making, helping to shape the organization for the years' ahead.

The context in which we work is changing dramatically, especially in the donor landscape. Political change across many of the traditional bilateral donor countries is having a profound impact. Simultaneously, greater understanding of the interplay between the natural environment and the food system requires new ways of thinking but also provides new opportunities for positive change.

I look forward to reading your application and in you supporting us through positive change.

Lawrence Haddad, Executive Director



ABOUT GAIN



The Global Alliance for Improved Nutrition (GAIN) is on a mission to end malnutrition and improve lives. Founded at the United Nations in 2002, GAIN works with governments, businesses, and communities to transform food systems and ensure everyone—especially the most vulnerable—has access to nutritious food.

Every day, 1 in 3 people worldwide struggle to find enough nutritious food. GAIN is driving real solutions to make food safer, healthier, and more affordable.

Our Reach:

- Headquarters: Geneva, Switzerland
- Field Offices: Bangladesh, Benin, Ethiopia, India, Indonesia, Kenya, Mozambique, Nigeria, Pakistan, Rwanda, Tanzania, Uganda
- Support Hubs: Netherlands, UK, USA

Learn more: www.gainhealth.org. We invite you to take particular attention to our strategic plan and the wonderful team that make us who we are!



CORE VALUES



The ideal candidate will identify deeply with GAIN's mission and values. These help define our work every day.

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.



CHIEF FINANCE OFFICER



GAIN seeks a dynamic CFO who will bring strategic leadership and outstanding professional delivery to its finance function.

FINANCIAL STRATEGY & LEADERSHIP

Advise the Executive Director, SMT, and Board on ways to strengthen GAIN's financial position, optimize resource allocation, and manage foreign exchange and cash flow.

CORPORATE FINANCE

Lead GAIN's corporate finance function, ensuring robust, user-centric financial systems, modernizing processes, integrating management tools, supporting financial decentralization, and fostering a culture of accountability and transparency.

BUDGET PLANNING, ANALYSIS & REPORTING

Oversee budgeting and financial planning, develop insightful KPIs, and implement tools that enhance donor value for money and financial transparency.

RISK, COMPLIANCE & CONTROLS

Manage external audit relationships, ensure legal and regulatory compliance across all (12) GAIN offices, oversee risk management frameworks, and guarantee timely, accurate financial reporting and external and donor audits to include the monitoring of third party audits.

KEY STAKEHOLDERS



The role engages with host of internal and external stakeholders.

INTERNAL

- Reports directly to the Executive Director.
- Manages a small core team of 5 finance professionals and with linkages to a broader team of 15–20 geographically dispersed staff in country offices
- Serves as a member of the 8–person Strategic Management Team (SMT) and the wider Director’s Forum (SMT + Country Directors).
- Collaborates closely with Country Directors and local finance leads.
- Partners with the IS/IT team on financial systems development.
- Works alongside strategic operations teams on internal audit, IT, legal, and HR matters.

EXTERNAL

- Manages relationships with the Board, the Finance and Audit Committee (FAC) and its Chair, and external auditors.
- Engages independently with partners, donors, and regulatory bodies in line with GAIN’s governance frameworks.



ESSENTIAL QUALIFICATIONS



STRATEGIC FINANCIAL MANAGEMENT

Experience in strategic financial management, FOREX management and cash optimization in a global non-profit context. Comfortable supporting complex operations with knowledge of different donors and funding mechanisms. Excels at strategic planning and budgeting, putting finance at the centre of people-driven management and decision-making. Knowledgeable of different funding mechanisms including donor and project funding

TEAM MANAGEMENT

Experience leading finance teams at the Finance Director or CFO level in a multi-country context. Excellent team leadership skills to recruit, mentor and develop a diverse and geographically and dispersed Finance team. Skilled in empowering teams to achieve high standards of financial management

FINANCIAL ACCREDITATION

Holds a recognised financial qualification, such as ACA, FCA CPA or equivalent with excellent all-round high-level accounting experience



A GOOD WORKING KNOWLEDGE OF ANOTHER GAIN LANGUAGE, WITH A STRONG PREFERENCE FOR FRENCH (PREFERRED)

KEY COMPETENCIES



STRATEGIC ORIENTATION

Demonstrates a forward-thinking approach by aligning financial strategies with organizational goals, anticipating future challenges, and leveraging financial insights to drive long-term impact, results, and sustainability.

INFLUENTIAL COMMUNICATION

Demonstrates an ability to craft strategic communications and deliver compelling narratives to engage and influence diverse technical and non-technical audiences (primarily in the English language).

ADAPTABILITY AND STRATEGIC AGILITY

Demonstrates a forward-thinking approach by aligning financial strategies with organizational goals, anticipating future challenges, and leveraging financial insights to drive long-term impact and sustainability.

GLOBAL LITERACY

Understands how to operate effectively in diverse regulatory environments and frameworks (including Swiss)

COLLABORATIVE AND PARTICIPATORY

Fosters strong partnerships across teams and functions, promoting open communication, shared goals, and collective problem-solving to drive organizational success and amplify impact.



COMPENSATION & BENEFITS



Location: Position open to candidates eligible to work in Nairobi, Kenya or London, UK (Expats not supported)

Compensation: Competitive salary, commensurate with experience and qualifications

Benefits: Comprehensive benefits package including health, retirement, and wellness programs

Flexibility: Hybrid work environment with opportunities for professional development

Compensation details will be discussed with shortlisted candidates.

TO APPLY



Interested candidates should submit their CV and a thoughtful letter of motivation to **GAIN.CFO@dbmco.be**.

Selection Process:

- Step 1: Qualified candidates will be invited for an introductory call and interview with the recruiter.
- Step 2: Shortlisted candidates will be formally presented to the client.
- Step 3: Selected candidates will advance to the next phase with the client. More details will be shared with those who progress.

References:

References will only be contacted for finalists and with your prior permission.

