# Company logo

# Country Finance Manager

# Vientiane, Lao PDR

# Full-time

# Company Description

# SNV is a global development partner deeply rooted in the countries where we operate. We are driven by a vision of a better world: A world where, across every society, all people live with dignity and have equitable opportunities to thrive sustainably. To make this vision a reality, we need transformations in vital agri-food, energy, and water systems. SNV contributes by strengthening capacities and catalysing partnerships in these sectors. We help strengthen institutions and effective governance, reduce gender inequalities and barriers to social inclusion, and enable adaptation and mitigation to the climate and biodiversity crises. Building on 60 years of experience, we support our partners with our technical and process expertise and methodological rigour. We do this in more than 20 countries in Africa and Asia with a team of approximately 1,600 colleagues. By being adaptable and tailoring our approaches to these different contexts, we can contribute to impact at scale, resulting in more equitable lives for all.

# To delve deeper into SNV's initiatives, explore our website at [snv.org](https://www.snv.org/).

# Job Description

# We are currently looking for a dynamic and experienced Country Finance Manager

# Type: Full time

# Location: Vientiane, Lao PDR

# Your role   As the Country Finance Manager, you will lead our finance department at the national level (comprising a team of 3 team members and project administrators), ensuring alignment with SNV’s global and national guidelines and procedures. In this pivotal role, you will ensure the execution, monitoring, and control of all finance-related activities in the country, ensuring compliance with SNV’s global & national financial guidelines, donor requirements, international and national auditing, accounting, and reporting regulations, and applicable national laws, including taxes. As a key member of the Country Management Team, the Country Finance Manager plays a critical role in maintaining financial integrity and supporting the overall mission of SNV.  The Country Finance Manager will also provide detailed forecasting and analysis of project finance trends and advice to the Country Director on the financial health and direction of SNV.

# Key Job Responsibilities

# Financial Strategy: Responsible for adapting global financial strategies, policies, and procedures to the country context, considering the national context. Implement the financial strategy after approval from the Country Director, contribute to the development of medium-term national projections, and identify and analyse financial opportunities and threats.

# Financial Operations: Supervise and organise the country's financial function and manage the finance department, including all its activities and aspects. Ensure adherence to the approved plan, budget, and relevant procedures to achieve financial objectives for both donors and SNV. Act as the country's focal point on financial matters, guiding administration and project managers promptly and appropriately.

# Financial Planning and Control: Supports all budget holders in complying with internal and external procedures, regulations, SNV, and donor guidelines regarding the financial administration of country operations and projects. Leads the development, consolidation, forecasting, and periodical review (incl. compliance, audits) of the countries and project budgets and funds (grant management). Contributes (challenges and advises) to efficiency improvement and implements measures to minimise the risk of irregularities.

# Grant Management: Conduct due diligence on new implementation partners, establish systems and procedures for grant management, and develop implementation partners' capacity.

# Program Planning and Control: Ensure financial plans for programs, monitor progress, and support project managers with budget control. Suggest actions and provide support to improve project financial performance.

# Information Management: Regularly provide financial reports and analyses to give insights into the overall financial situation of the country and projects to internal and external parties (e.g., donors), safeguard financial performance and profitability, assess financial risks, and take necessary actions.

# Program Development: Develop and refine budgets in proposals, ensuring compliance with guidelines and donor requirements.

# Team Management: Guides, develops, coaches, and motivates the internal and external finance staff to realise the department’s objectives. Acts as a source of expertise for (project) management.

# Qualifications

# Master’s degree in finance, accounting, business administration or a related field.

# Minimum of 15 years of progressive financial management experience, with at least six years in a senior leadership role such as Finance Manager, Finance Director, Chief Financial Officer, etc., in an International NGO setting or equivalent.

# Experience in financial management of multiple projects and coordinating various audits.

# Proven ability to adapt global financial strategies to national contexts and implement them effectively.

# Strong leadership skills, with experience managing a finance team (5+ team members), fostering cooperation to achieve objectives, continuous improvements, efficiency, process automation and identifying financial opportunities and risks.

# Expertise in financial planning, forecasting, and (annual) budget control.

# Commitment to integrity, adhering to the standards, values, and rules of conduct expected for the position and the organisational culture.

# Cultural awareness and adaptability to different cultures.

# Effective communication skills with internal and external stakeholders and direct donor engagement.

# Preferred candidates will have knowledge of tax principles in Laos and a strong understanding of the country's political, social, and economic context, with knowledge of the Lao INGO context.

# Proficiency in the use of ERPs and SAP would be an advantage.

# High-level business communication skills in English; proficiency in local languages is a plus, or willingness to learn.

# Additional information

# Initial contract duration: 1 year with the possibility of extension

# Duty station: Vientiane, Lao PDR

# Expected start date: as soon as possible

# Open to both national candidates only

# How to apply  If you meet the outlined requirements, we invite you to submit your application on or before October 31st, 2024. Please submit your application only via the Smart Recruiters Link: <https://smrtr.io/nx6S9> . All information will be processed in the strictest confidence.  If your experience and skills match the position's requirements, we will contact you to advise you of the next steps in the recruitment process. Selected candidates will participate in two interviews and an assessment.

# Working at SNV    SNV offers a competitive salary and comprehensive benefits package. We provide a stimulating work environment, opportunities to lead and innovate, and a commitment to growing your skills in a fulfilling and diverse environment. Our team members benefit from and contribute to an internal global network of experts.

# At SNV, inclusivity is at the heart of our ethos. We celebrate the diversity of our workforce and uphold a policy of non-discrimination based on factors such as disability status, religion, ethnic origin, gender, sexual orientation, and more.

# Reference & vetting check We will require that you provide us with the full details of two people willing to act as a reference.  We will not contact these referees without your explicit permission. SNV conducts rigorous background and reference checks concerning possible safeguarding incidents for all candidates.

# *\*We do not appreciate third-party mediation based on this advertisement.*