

FINANCIAL PROJECT CONTROLLER

- Permanent contract, as employee or consultant
- Location: Belgium
- Reports to: CFO
- Attractive package for a small size NGO
- Starting date: ASAP, job will remain open until a suitable candidate is found

ABOUT WEFORREST

WeForest is a globally renowned non-profit organization headquartered in Belgium, developing impactful forestry projects across Brazil, Ethiopia, India, Indonesia, Malawi, Senegal, Tanzania and Zambia. Our organization's core objective is to restore forests in tropical regions, benefiting people, nature and planet. By recognizing the vital role of forests in mitigating climate change, enhancing water resources, promoting local cooling, and improving rural livelihoods and resilience, we strive to make a lasting positive impact on the environment and communities.

JOB PURPOSE

We are looking for a skilled and experienced Financial Controller to perform and coordinate all controlling duties across the WeForest entities. The Financial Controller will play a crucial role in managing the financial operations of our organization, overseeing financial reporting, budgeting, auditing, compliance and financial analysis.

The Finance Controller will have a central position, working under the leadership of the CFO and interacting closely with the local Finance teams, which implies regular travel to our entities abroad (Ethiopia, Malawi and Zambia).

KEY RESPONSIBILITIES

1. Financial Reporting

- Prepare and analyze monthly, quarterly, and annual financial statements for management and donors.
- Ensure accurate and timely reporting in compliance with international accounting standards and donor requirements.
- Establish, implement and align financial best practices in terms of reporting and audit across entities, ensuring consistency and accuracy.

2. Budgeting and Forecasting

- Develop multi annual budgets in collaboration with program managers and senior leadership.
- Monitor quarterly budget vs. actual performance across entities and provide regular reports and analysis to management.
- Forecast financial trends and provide insights to support decision-making.

3. Auditing and Controlling

- Manage financial controls and ensure their implementation. Identify potential gaps and develop new controls.
- Initiate internal control audits of the programs and provide recommendations to local Financial Managers to improve internal control processes.
- Oversee payroll processes, tax compliance, and other financial obligations, ensuring timely and accurate payments.
- Coordinate the annual audit process, liaising with external auditors and ensuring all necessary documentation is provided.

4. Compliance and Risk Management

- Ensure compliance with relevant laws, regulations, and donor agreements across all entities.
- Monitor long-term and short-term cash flow, investment activities, and financial performance to identify areas for improvement and risk mitigation. Develop and maintain financial policies and procedures to mitigate risks.

5. Financial Analysis and Strategy

- Conduct financial analysis to identify trends, variances, and opportunities for improvement.
- Support the CFO in preparing strategic guidance to senior management and the Board of Directors.

REQUIRED SKILLS & QUALIFICATIONS

- Master's degree in Accounting and Finance
- Proven experience (min. 5 years) as a Financial Controller or similar role, preferably in the non-profit sector with international operations
- Strong knowledge of accounting principles, financial regulations, and reporting standards, including Belgian GAAP
- Proficiency in financial software and ERP systems; experience with Odoo is a plus
- Proficiency in Microsoft excel
- Experience in transactions recording and controlling
- Excellent analytical skills with the ability to develop and manage complex budgets and to translate complex financial data into actionable insights
- Excellent organizational, reporting and communication skills.
- Strong interpersonal skills, with the ability to work effectively in a multicultural environment
- Experience in coaching finance teams
- Ability to work autonomously
- Excellent written and verbal communication skills in English, and Dutch or French.

HOW TO APPLY

Please send your complete application (with CV, motivation letter and 2 recent references) to recruitment@weforest.org. Due to the anticipated high number of applicants, only shortlisted candidates will be contacted for an interview.

We place great importance on values and seek to recruit colleagues who align with our organizational principles. We are committed to promoting a work environment characterized by **collaboration, courage, excellence, integrity, passion, and transparency**. We believe that these values are essential for driving positive change and achieving our mission of forest restoration and sustainable development. Thus, we require candidates to wholeheartedly embrace and embody these values throughout their work with us.