



# Global Director, Finance

May 2024

---

## About WWF International

All around the world, people are waking up to the deepening crisis of nature loss. We're experiencing a growing realization that nature is our life-support system and that no one will be spared from the impacts of its loss.

Here at WWF, an independent conservation organization active in nearly 100 countries, we are working to sustain the natural world for the benefit of people and wildlife.

Working with many others – from individuals and communities to business and government – WWF urgently seeks to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainable.

More about WWF on [our website](#).

## Our Mission

To stop the degradation of the earth's natural environment and to build a future in which humans live in harmony with nature by:

- conserving the world's biological diversity
- ensuring that the use of renewable natural resources is sustainable
- promoting the reduction of pollution and wasteful consumption.

## Our Values

We bear witness to the accelerating decline of nature and our climate, with serious consequences for life on Earth, including our own.

Our mission is to build a future in which people live in harmony with nature. To deliver this mission, we work to conserve biodiversity, the web that supports all life on Earth; reduce humanity's ecological footprint; and ensure the sustainable use of natural resources to support current and future generations.

---



We celebrate and respect diversity in nature and among the people, partners and communities with whom we work. Across the many cultures and individuals that represent WWF, we are unified by one mission, one brand, and one common set of values:

- **Courage:** We demonstrate courage through our actions, we work for change where it's needed, and we inspire people and institutions to tackle the greatest threats to nature and the future of the planet, which is our home.
- **Integrity:** We live the principles we call on others to meet. We act with integrity, accountability and transparency, and we rely on facts and science to guide us and to ensure we learn and evolve.
- **Respect:** We honor the voices and knowledge of the people and communities that we serve, and we work to secure their rights to a sustainable future.
- **Collaboration:** We deliver impact at the scale of the challenges we face through the power of collective action and innovation.

## The Role

**Role:** Global Director, Finance

**Location:** European hubs (Zeist - Woking - Vienna - Gland) or Nairobi

**Salary:** Competitive and adjusted to cost of living in selected locations.



## Job Summary

### Major Functions:

Responsible for leading all financial operations of the organization including accounting and treasury, financial planning and analysis, contract and grants management and procurement. Playing a hands-on role in stewarding the elevation of the finance function to support the evolving needs of decision makers in the global Secretariat, Regions, and Countries that WWF-International operates in.

### Mission of the Department:

Enabling WWF mission delivery through continuous pursuit of optimum balance between efficiency and effectiveness with respect to internal systems, tools and processes. This will be achieved via a delivery of a high standard of: strategic financial management, effective digital solutions, proactive risk management, quality guidance, advice and communication of both regulatory and internal standards requirements all through an inclusive people centered lens.

## Responsibilities

### Strategic Financial Advice and Business Partnering:

- Provide strategic financial analysis, advice and insights to the Executive Team (ET) on all finance, accounting, and resource allocation related matters,
- Present regular financial updates, recommendations and strategic insights to management and sub-committees of the International Board (IB)
- Drive a client-centric business partnering model with respect to financial advisory and support services provided to managers and budget owners

### Financial Risk Management:

- Develop and implement robust financial risk management and mitigation strategies.
- Ensure internal controls, assurance mechanisms, finance related policies and audit processes are fit-for-purpose to provide effectively fiduciary oversight of the global operations of WWF-International
- Manage relationships with internal and external auditors and ensure timely implementation of agreed recommendations arising from assurance engagements



## **Accounting Practices, Statutory Reporting, and Regulatory Compliance:**

- Ensure adherence to agreed accounting and statutory reporting standards
- Oversee timely preparation of consolidated financial statements and supporting reports
- Drive increased transparency in public disclosures of financial information for the organisation
- Ensure continuous compliance with relevant regulatory requirements with respect to reporting and disclosure of financial information

## **Financial Planning and Analysis:**

- Accountable for overseeing integrated institutional planning and budgeting processes to create annual and rolling multi-year budgets aligned with strategic plans, priorities and objectives of the organisation
- Oversee processes and teams supporting the development of budgets for funding applications
- Manage teams leading on providing financial insights and advisory services for decision makers within the organisation
- Steward the development and ongoing refinement of interactive information dashboards for management, funders and governance oversight stakeholders
- Collaborate with leaders across the organisation to institute rolling forecasting systems and processes

## **Grant Management and Procurement:**

- Oversee financial contract management processes
- Manage procurement activities in alignment with organisational goals.

## **Relationship Building:**

- Build and manage internal and external networks
- Foster collaboration and knowledge sharing within the WWF Network finance community.

## **Systems, Technology and Data:**

- Commit to continuously streamline business processes, systems and tools in support of best-fit value-for-money practices in the financial management of the organisation.
- Partnering closely with the Global Technology and Digital Solution (GTDS) teams, to ensure effective and cost-efficient utilisation and maintenance of financial systems and technology to democratise access to data and information for decision makers.



## Team Leadership and Development:

- Participatory leadership in ensuring the best fit-for-purpose organisational structure of the finance teams is in place to support the strategic objectives of WWF-International
- Ongoing management, recruitment and development of key finance roles to ensure sustainable high-quality delivery of key services and support.
- Drive a continuous improvement culture supported by transparent and outcomes based performance management.
- Disseminate information and promote an inclusive culture aligned with organisational values.

## Candidate profile

### Required Qualifications

- A professional accounting qualification (ACA, ACCA, CPA) is essential;
- A post-graduate University degree (Masters (MBA) or higher) in finance, business administration or a related subject is an advantage;
- At least 15 years of experience in a senior financial management role in a complex, global international environment;
- Ideally prior experience of working in a leadership role in an International Non-Government Organization (INGO) with scope of responsibilities across multiple legal jurisdictions;
- Good understanding and prior experience of improving or implementing a globally integrated financial system or Enterprise Resource Planning (ERP) I system.

### Skills and Competencies

- Excellent leadership and managerial skills with a demonstrated ability to drive change and influence positive organisational culture;
- Demonstrates strategic foresight and global systems thinking approach;
- Strong political, interpersonal, influencing and negotiation skills;
- Superior presentation and communication skills, with a broad spectrum of individuals across a range of cultural environments;
- Excellent proven track record of prudent financial management and executive decision making;
- Prior experience of engaging and working with diverse funding streams including contracted agreements with Public Sector Partners;
- Excellent organisational and planning skills;
- Works to the highest level of integrity and confidentiality; Fluency in English is essential. Knowledge of French would be an advantage;
- Embraces the WWF mission and values of the organisation: **Courage, Integrity, Respect & Collaboration.**



## Work Relationships

### Internal

Interacts frequently with the Chief Operating Officer, the Executive Team (ET) and other senior staff of WWF-International. Liaises closely with, and follows the guidance of, the International Board, the Finance & Investment Committee (FIC) and the Audit & Risk Committee (ARCC) Interacts frequently with representatives of National Organizations to ensure the effective use of WWF's financial resources world-wide.

### External

Liaises closely with financial institutions with which WWF places investments and has other forms of accounts. Works with the external auditors to ensure implementation of best practice in all areas of WWF's financial management and operational systems. Ongoing contact with various banks, asset managers, external auditors, external systems providers and consultants.

## How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the "Apply" button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Judith-Moussa-CV-012024-WWF or Judith-Moussa-CoverLetter-012024- WWF.

### Timeline

**Closing Date:** June 14th, 2024 (please note that this date is indicative. Applications will be assessed on an ongoing basis leading to a possible earlier closing date).

**First stage interviews:** on an ongoing basis

**Final interviews:** TBC



## **Selection process**

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## **Equality Statement**

Equality and diversity are at the core of WWF values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

## **Queries**

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [wwf-finance-director@oxfordhr.com](mailto:wwf-finance-director@oxfordhr.com) in the first instance.

## **About Oxford HR**

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals. Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success.

Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.

We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.