



# Director of Finance and Operations.

## War Child

### August 2024

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### About War Child

War Child believes no child should be part of war. Ever. Children have the right to grow up in peace, free from fear and violence. To develop their full potential and become the person they want to be. War Child makes a lasting impact. By protecting children from violence and offering psychosocial support and education. We unleash the children's inner strength with our creative and involving approach. And inspire as many people as we can to participate in our cause. War Child is both implementing its own programmes and cooperating with a variety of partner organizations in 14 countries around the world.

The War Child Alliance is a registered entity in Amsterdam, the Netherlands, with a staff presence there and in 19 countries of operation: Jordan, Lebanon, the occupied Palestinian territory, Syria, Iraq, Yemen, Afghanistan, Colombia, Burundi, DR Congo, the Central African Republic, South Sudan, Uganda, Ukraine, Germany, Sweden, United Kingdom and the United States of America.

### We are War Child

Around the world, hundreds of millions of children are living with the effects of war and conflict. Separated from their homes, schools and loved ones, many are overwhelmed by manifestations of **distress**.

We may never be able to take away all the pain that comes with war. But we can create space where children can heal. Through our creative and [evidence-based approach](#), we work exclusively to enhance the innate resilience of children and their communities.

We are a rights-based organisation - which means we also advocate with and on behalf of children to ensure their fundamental rights are upheld.



Children’s right to learn; to food, water, a safe place to rest their head at night, are all inextricably linked to their **right to mental health**. We remind governments and other influential actors of the scope of their commitments.

## Our Strategy

War Child reaches many thousands of children and youth every year - yet there are 468 million children living with the effects of armed conflict. We will never reach them all by ourselves - which is why our strategic goal is to become the networked expert organisation for children affected by conflict.

**Networked:** The strategy sees us work together with organisations across the world to ensure our work has maximum reach and impact.

**Expert:** We continue to develop robust interventions - backed by evidence and research to meet the highest standards of quality - and share them through a network of partner organisations.

Our overall goal is that increasing numbers of children and youth will access quality interventions and as a result enjoy **improved wellbeing**.

## The Role

**Role:** Director of Finance and Operations

**Location:** Hybrid/Remote depending on location, with regular travel.

**Reporting;** Reports to Managing Director

**Salary** A competitive salary based on applicable Terms & Conditions considering the broad flexibility provided on the location.



## Job Overview

As a member of the War Child Alliance (WCA) leadership team, you, the Director of Finance and Operations will play an important role in overseeing the financial health of our organisation, leading and managing information technology, governance processes, risk and auditing to support short- and long-term strategic goals. You promote a collaborative and inclusive culture and foster a great place to work for all colleagues in our Finance, IT and risk management department,

You lead the ongoing development of processes and systems needed to support effective programme operations and future scaling. You provide strategic influence and high-level expertise to support the necessary functions and related legal matters. You promote collaboration across War Child Alliance members in the areas of IT, finance, governance and risk management and you support their teams to set up the mechanisms to do this effectively.

The role can be based anywhere where War Child has an office. The eligible candidate needs to have the right to work in this country, War Child does not support with visa sponsorship.

## Your Team

As the Director of Finance and Operations you are part of the WCA leadership team and you report directly to the WCA CEO. You lead the Global Head of Finance, Head of IT, Lead Auditor, Company Secretary, Organisational Design Advisor and the Operations Support Officer.

## Your Challenge

- Supporting, in collaboration with the CEO and leadership team, the development, implementation and monitoring of the global Alliance strategy and governance processes
- Delivering the overall vision and principles for the areas of Finance, IT & Risk Management, including procurement and legal compliance
- Leading the teams within the department to ensure successful delivery according to overall planning and control principles, guidelines & procedures, and monitor compliance and execution organization wide
- Influencing at senior management and board level to ensure sufficient resources are applied to developing systems, platform and controls for strategic & operational risks
- Leading on the development of long-term financial strategies for WCA including objectives for financial performance
- Being accountable for the execution and monitoring of the planning and control cycle and the system of accounting & internal control across the entire organisation
- Using insights gained from financial results to inform deeper discussions about how the organisation can adapt to increase impact



- Leading & supporting the development, delivery and monitoring of WCA's ICT strategy across all areas of the organisation
- Providing vision and influence to help ensure WCA make effective use of its current IT systems & processes, plus also emerging trends and technologies
- Ensuring delivery of a capable data platform technology along with other requirements necessary for organisational scaling and programming
- Being accountable for the effective design and operation of risk management processes at strategic and operational level
- Ensuring stakeholders; WCA CEO and the Audit Committee of the Supervisory Board are informed about critical risks and incidents of fraud
- Overseeing the development and mapping of operational processes and procedures organization-wide, the identification of the risks therein and mitigation measures
- Supporting the Chair of the Audit and Risk Committee, ensuring the necessary secretariat functions are carried out to enable to committee to scrutinize and hold the organisation accountable for financial and risk management
- Providing direct support and ongoing review of work performance for staff under direct report including regular opportunities for two-way feedback
- Being a role model excellent relationship building and accountability skills
- Providing inspirational leadership across matrix management

## Your Profile

- Leadership experience spanning Finance, IT & Risk and governance
- Significant general management experience preferably in the international development sector and or humanitarian context
- Experience of successfully scaling operations into new geographical areas
- Significant experience of recruitment & retention of capable key staff, financial & budget management, working in consortia and/or on the integration of programming, strong people management and team building skills and reporting skills
- Experience and established relations with relevant external networks
- Experience with development of business and funding allocation models
- Experience with change management and being able to naturally innovate in a dynamic environment whilst retaining a handle on inclusivity to take others along
- Outstanding relationship and negotiation skills
- Comfortable liaising at board level; understand and meet the needs of supervisory board
- Strong strategic and analytical skills for effective policy development and risk management
- Result-based management: demonstrated capacity to plan and deliver results in a structured manner
- Understanding of legal implications and risks, ICT, procurement policies and procedures
- Strong leadership skills: demonstrated capacity to take decisions regarding strategic, tactical, and operational and personnel matters
- Leadership of organisational development in a rapidly changing organisation



- Strategic & annual business planning processes
- Monitoring and reporting against core business aim.
- A thorough knowledge of the legal and accounting context for INGO's
- High levels of energy and personal resilience
- Ability to involve others whilst also making decisions in a timely manner
- Strong social and communication skills, able to deal effectively in a variety of cultural and political contexts
- An appetite to really make a difference, have impact and inspire others
- University degree in general management, MBA, development studies or related fields would be preferred
- Fluent in English and preferably any of the other WCA country languages (Dutch, French, Spanish and/or Arabic)
- You must have the right to work in one of the locations where War Child has an office, War Child does not offer visa sponsorship
- Available for 40 hours per week

### 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., Pat-Jones-CV-012023-Organisation or Pat-Jones-CoverLetter-012023- Organisation.

### Timeline

Closing Date: 27<sup>th</sup> September 2024

First stage interviews: TBC

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 War Child's 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.

## Our Organisation

War Child is a young and dynamic organisation. We try to keep an informal ambiance within our office, with a lot of room for creativity, inspiration and self-initiative from employees. We practice what we preach: dynamic, innovative, integrity focused and a drive to reach the highest possible results against the lowest possible costs. War Child offers a challenging job in an inspiring workplace in Amsterdam.

## 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 rseremon@oxfordhr.com](mailto:rseremon@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.