Head of Finance / Chief Financial Officer

Candidate Pack – August 2026

About the Organisation

Organisation Context

The client is an impact-driven, vertically integrated livestock and beef business operating across the full value chain, from ethical livestock sourcing and climate-smart feedlot finishing to fodder production, processing, value-added meat products, branded retail and planned export growth. The organisation is transitioning from a founder-led enterprise into a professionalised, data-driven and investor-ready business with stronger systems, controls and governance.

Why This Appointment Matters

- The organisation is building the institutional backbone required to support blended finance, investor due diligence and long-term growth.
- The finance function will play a central role in making margins, costs, working capital and operational performance visible in real time.
- The business is implementing an ERP-enabled operating model in which financial discipline, data quality and transaction capture are critical to decision-making.
- The successful candidate will help create IFRS-compliant reporting, robust internal controls and segment-level insight across a complex production-to-retail value chain.
- This is a hands-on leadership role for a finance executive who can operate strategically while building systems from the ground up.

The Role

Role:	Head of Finance / Chief Financial Officer
Location:	Nairobi, Kenya, with regular site visits
Contract:	Full-time, initial two-year contract

Job Summary

- The Head of Finance / Chief Financial Officer will be the institutional architect of the organisation's finance, reporting, controls, ERP and business systems.
- The role is responsible for IFRS-compliant financial reporting, including biological asset accounting, and for producing accurate segment-level management accounts.
- The successful candidate will build a dynamic cost model that traces value from livestock procurement through the feedlot, processing, inventory, sales channels and final margin.
- The postholder will oversee finance operations, working capital, tax compliance, audit readiness and investor due diligence support.
- In the first phase of growth, the role also provides oversight of HR, IT and administration to create a single, disciplined institutional backbone.
- This appointment requires a commercially sharp, systems-minded finance leader with experience in complex agricultural, food processing or FMCG environments.

Responsibilities

Financial Reporting, Compliance and Control

- Produce monthly management accounts within 15 days, including consolidated accounts, segment-level P&Ls, balance sheet, cash flow, KPI dashboard and budget-versus-actual commentary.
- Ensure compliance with IFRS requirements relevant to livestock, property, inventories, leases and processing operations.
- Lead annual audit preparation and maintain a strong audit-ready discipline across the organisation.
- Maintain full tax and statutory compliance, including corporate tax, VAT, payroll-related deductions and all relevant filings.
- Design and enforce internal controls across procurement, payments, banking, inventory, fixed assets, expenses and segregation of duties.

Value-Chain Finance and Commercial Insight

- Develop robust farm, sourcing, feedlot, processing and retail finance models that show cost, yield and margin at each stage of the value chain.
- Track procurement costs by market, region, season and livestock category, with daily reconciliation of digital payments and transport cost allocation.
- Build and maintain a dynamic cost-of-goods model covering purchase cost, transport, feed, veterinary inputs, labour, overheads, processing and product-level margin.

- Provide per-location retail performance insight, including POS reconciliation, shrinkage control, margin management and commercial credit oversight.
- Support management decision-making through clear financial analysis, operational dashboards and forward-looking scenario modelling.

ERP, HR, IT and Capital Raise Support

- Champion the ERP platform as the single source of truth and ensure all departments capture transactions accurately and within agreed timelines.
- Oversee IT and administration, including ERP configuration, infrastructure, connectivity, cybersecurity, backups, office administration and data quality.
- Provide oversight of HR systems, contracts, onboarding, payroll administration, statutory deductions, training coordination, policies, staff records and labour compliance.
- Lead annual budgeting by segment, quarterly rolling forecasts and disciplined working capital management across livestock purchases, feed inventory, meat inventory, receivables and payables.
- Support the capital raise process through financial modelling, investor due diligence responses, virtual data room population, covenant monitoring and drawdown planning.

Candidate Profile

Experience and Qualifications

- At least 12 years' finance experience, including five or more years as CFO, Finance Director or equivalent senior finance leader.
- Strong background in agribusiness, food processing, FMCG, manufacturing or another complex production-to-retail environment.
- CPA(K), ACCA, ACA or equivalent professional qualification is required; CFA or MBA would be advantageous.
- Demonstrable IFRS expertise, including biological asset accounting, inventory treatment and reporting disciplines relevant to processing and production businesses.
- Hands-on ERP experience with systems such as Odoo, SAP or Oracle, including financial module configuration and process design.
- Experience in retail finance, POS reconciliation, shrinkage control, multi-location P&L management and commercial margin analysis.
- Experience supporting institutional investor due diligence, capital raising, three-statement financial modelling, DCF analysis or project finance modelling.

Leadership Profile

- A systems builder who can create processes, controls and reporting discipline in a fast-scaling organisation.
- Commercially astute, with the ability to translate operational realities into clear financial insight and better management decisions.
- Comfortable working close to the ground, engaging with operations, procurement, production, retail and leadership teams.
- Highly data-driven, with a strong belief in disciplined transaction capture, dashboard-led performance management and evidence-based decision-making.
- Credible with boards, auditors, lenders, development finance institutions and other institutional stakeholders.
- Ethical, rigorous and resilient, with the judgement to manage fraud risk, cash-intensive processes and compliance expectations.

Key Performance Indicators

- Monthly management accounts delivered within 15 days, with clear segment-level reporting and no material restatements.
- Clean external audit opinion within the first audit cycle.
- Cost-of-goods accuracy maintained within agreed tolerance between ERP records and physical realities.
- Daily reconciliation of sourcing payments and timely resolution of exceptions.
- Retail shrinkage controlled below agreed thresholds across locations.
- Working capital managed effectively across inventory, receivables and payables.
- Tax, payroll and statutory compliance maintained on time and without avoidable exposure.
- ERP financial integrity maintained through complete bank reconciliation and no aged unreconciled balances.

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-0826 or Pat-Jones-CoverLetter-0826.

Timeline

Closing Date: 24th August 2026

First Stage Interviews: 31st August 2026

Final Interviews: 14th September 2026

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are central to the client'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.

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 nonsongo@oxfordhr.com in the first instance.

About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions. Learn more at: oxfordhr.com