



Job Title: Head of Finance Operations and Integration
Reporting to: Director of Development Operations
Hours: Full Time (Monday- Friday, 37.5 hrs per week) with options for flexible working
Salary: £55-63K per annum
Start Date: ASAP
Location: Cambridge, UK

Who are we?

CAMFED (Campaign for Female Education) is an international non-profit organisation tackling poverty and inequality by supporting marginalised girls to go to school and succeed, and empowering young women to step up as leaders of change. Over the next five years we have set the ambitious goal of supporting five million girls in rural sub-Saharan Africa to learn and thrive in school, and to create the future they imagine – for themselves, for their communities, and for Africa.

CAMFED operates as a global consortium with offices in Ghana, Malawi, Tanzania, Zambia, Zimbabwe, UK, USA, and Canada, united by a common mission and strategic vision. CAMFED International is the coordinating entity of the consortium.

Why join us?

This is a unique opportunity that will take initiative and deliver impact. You will join a mission-driven team that pools skills and expertise across Africa, the US and the UK, to forge new ways of working across geographies and functions.

In this newly-created role, you will bridge Finance, Fundraising, and Development Operations, in support of CAMFED's five-year strategy and a model of international development that is recognised as a global leader. Recent accolades include; the Conrad N. Hilton Humanitarian Prize, the 2021 Princess of Asturias Award for International Cooperation, and the UN Climate Change Action Award.

Be part of the movement that is helping to transform thousands of girls' lives across sub-Saharan Africa.

Role

The Head of Finance Operations and Integration is a critical role within the Development Operations team that will drive efficiencies in the development of budgets and processes for soliciting and managing charitable funding in support of CAMFED's strategic operational priorities.

This is a highly collaborative role grounded in the creation of strong cross-functional relationships. You will work closely with the Fundraising, Development Operations and Finance teams in the UK and Africa to streamline budget development and expenditure processes in support of effective and responsive grant management and donor communications.

Accountabilities

- Develop and refine indicative unit cost templates to support the Fundraising team in creating flexible funding opportunities for a range of donors. This includes the



development of guidelines and feedback loops to ensure costs and projections remain fit for purpose.

- Oversee and support detailed budget development for restricted funding propositions to ensure consistency, strategic alignment and value for money, working closely across Finance, Operations and Fundraising teams.
- Develop and operationalise processes to streamline proposal budget development and ensure their consistent application across the global CAMFED consortium
- Work closely across Finance and Operations teams to optimise existing and facilitate new internal tracking tools - particularly for less restricted donations - to enable more effective donor stewardship, and maximise operational effectiveness
- Co-ordinate the quarterly and annual expenditure planning process, working with Africa based finance teams and supporting the regional finance function to ensure alignment with strategic plan targets
- Support identification and communication of funding needs and opportunities, working closely with the Director of Development Operations, national and regional finance functions to proactively track and communicate investment priorities. This will include overseeing the forward mapping of secured funds against the five-year organisational budget
- Liaise across teams to explore the potential application and positioning of innovative funding models, such as impact investing, in support of organisational decision making.
- Support reporting to donors on innovative financing mechanisms such as revolving loan schemes and ongoing system development, working closely with Finance to ensure alignment with financial systems.

Candidate profile

What are we looking for?

- Experience working in cross-functional teams, with the ability to both support and influence the operational leadership team in achieving organisational objectives
- Experience in building, maintaining and developing informative reports from accounting systems in order to analyse and provide insight into linkages between financial data and operational performance
- Confidence working with numbers, financial systems and budgets - including forecasting and scenario modelling.
- Exceptional communication and relationship management skills, with strong experience in stakeholder management
- Strong organisational and project management skills, with experience of working in a grant funding environment.
- Ability to progress multiple workstreams, prioritise effectively, and meet deadlines
- Commitment to and passion for CAMFED's values, mission and vision
- Eligibility to work in the UK.

Communication skills

Strong interpersonal skills, including the ability to communicate with and influence colleagues across teams and geographies.

Cultural agility

Experience of working with teams from varying cultural backgrounds across geographies would be beneficial.



CAMFED is committed to providing equality of opportunity and valuing diversity for all current and prospective staff, volunteers and Board members. We aim to ensure that this commitment, reinforced by our values, is embedded in our day-to-day working practices and our work together.

Application Details

If you are interested in this opportunity, we will be recruiting on a rolling basis, so please get in touch soon, sending your CV together with a covering letter to hr@camfed.org.

Please note, only applications with a cover letter will be considered. Due to the volume of responses only successful candidates will be contacted.