

Harakat Chief Financial Officer (CFO) Advert

Reference:	HKT-CFO-01
Organization:	Harakat. Harakat is currently delivering the Afghanistan Investment Climate Programme (AICP), co-funded by the UK Government's Department for International Development (DFID) and the Swedish International Development Co-operation Agency (SIDA)
Industry:	Not for profit, NGO
Title:	Chief Financial Officer (CFO)
Reports to:	The CEO and Harakat's Board of Directors
Contract type:	Full time
Duration:	Until March 2020, subject to a six-month probation. The post is renewable for a further three years subject to availability of funding and satisfactory annual performance reviews.
Location:	Kabul with travel within Afghanistan. This is a full-time, in-country position.
Language:	Excellent level of written and spoken English. Dari and/or Pashto would be a strong advantage.
Remuneration and benefits:	Competitive
Closing date:	11 November 2018

Background

Harakat was established in 2008 as an independent entity to deliver investment climate reforms to drive private sector-led growth in Afghanistan. Headquartered in Kabul, Harakat is currently funded by the UK Government's Department for International Development (DFID) as the Lead Funder, and co-funded by Swedish International Development Co-operation Agency (SIDA) under the Afghanistan Investment Climate Programme (AICP). Harakat is registered with the Ministry of Economy, Government of the Islamic Republic of Afghanistan (GIROA) as a Non-Governmental Organization (NGO).

Harakat is currently working to deliver the Inception Phase of the AICP. A new Board of Directors is now in place, and the Programme is expected to run for up to seven years.

Harakat, in delivering the AICP, aims to improve Afghanistan's business environment by making it easier to do business in Afghanistan; attracting viable investments, both domestic and foreign; increasing the confidence of the private sector; assisting the government to increase revenue generation, and ultimately generating new jobs.

Harakat's work will focus on four main areas, or Programme Pillars: (1) Public Private Partnerships; (2) Legal and Regulatory Reform; (3) Investor Facilitation; and (4) Women's Economic Empowerment. There will also be cross-cutting work in areas such as public-private dialogue.

Harakat will design specific areas of intervention for the four Programme Pillars, and will link them to measurable outcomes and indicators, to ensure positive impact, procure appropriate suppliers to deliver work under each Pillar, and manage these suppliers closely.

Harakat will work with a wide range of stakeholders including liaison with senior representatives in the Government of Afghanistan, the Private Sector, and the Civil Society at large.

Under the AICP, Harakat expects to contribute significantly to Afghanistan's economic growth by 2023.

More information is available on Harakat's website, at: <http://harakat.af/>

The Opportunity

Harakat is seeking a highly qualified and committed individual with hands-on financial management and substantive commercial experience to serve as Chief Financial Officer (CFO) in the delivery of the AICP.

This is an excellent opportunity to make a real difference to business environment reform and the private sector development agenda in Afghanistan. The new CFO will be responsible for the overall oversight and financial control of Harakat's operational, financial and administrative functions. The CFO will report to the CEO on day-to-day operational matters and to the Board of Directors on financial accountability and reporting, and together with the Chief Executive Officer (CEO) and Programme Director, will form the Senior Executive Team (SET) of Harakat.

Role Summary

The CFO will be responsible for:

1. Financial management and reporting
2. Oversight and leadership of procurement strategy
3. Championing commercial capability
4. Compliance with all financial regulations
5. Providing strong leadership and acting as a role model for the organization
6. Acting as a member of the SET and providing reporting to the Board of Directors
7. Ensuring robust reporting and information management

Applicant Summary

Applications are welcome from candidates with strong experience in Afghanistan and/or strong international experience. Women applicants are strongly encouraged to apply.

We are seeking applicants with the following essential attributes:

Experience

1. Experience of procurement in a complex organization including a solid understanding of procurement policy and practice
2. At least ten years of practical work experience, with a proven track record in financial management, audit management, budgeting, project management and human resource management
3. Proven experience in the management of multi-currency cash flows
4. Proven experience in the design and preparation of financial performance reports
5. Demonstrable experience in the management of contracting procedures for the award of technical assistance contracts

6. Experience of working in a fragile or conflict-affected state or context
7. Experience of working in Afghanistan would be an advantage

Skills and abilities

8. An understanding or willingness to get to grips with policy-making, and to support a new organization that is working in a fast-paced environment
9. Excellent stakeholder management skills and ability to effectively performance manage external providers of services to the business
10. Proven financial management skills and capability to oversee the various financial management elements of the organization
11. Ability to translate novel, timely or complex business requirements into a procurement strategy

Education

12. A relevant Degree in Finance, Accounting or Business Administration;
13. An internationally recognized accounting qualification (e.g. ACA, CPA, ACCA)

Language skills

14. Proficiency in English is required, including a high standard of written English
15. Dari and Pashto would be an advantage

Full Details

Full details of the role can be found on Harakat's website <http://harakat.af/>

Application Process

Applicants must submit a complete application that includes:

1. A cover letter outlining your interest in working for Harakat on the AICP. This should cover how your experience, knowledge and skills demonstrate your suitability for the position, as outlined in the Applicant Summary above and the Person Specification of the full role description
2. A current Curriculum Vitae, with contact information
3. Three professional references, including one from your last employment

All submissions must be made via email only to enquiries@creativemetier.com and please write the reference HKT-CFO-01 in the subject line of your email.

Credential review begins immediately and will continue until the position is filled. Harakat reserves the right to screen and interview suitable candidates at any time during this period. Only shortlisted candidates will be contacted. We expect interviews to take place in early December. **No phone calls please.**

Harakat prohibits discrimination in employment on any basis. Women are strongly encouraged to apply for this post.