

Job Description:

Global Director of Financial



Hay Band General role information	
Job Title:	Global Director of Financial Control
Reporting to:	VP & Chief Financial Officer
Salary Band:	BG 13
Notice period:	3 Months
Budget Responsibility?	Yes
Direct Reports?	6
Client facing role?	No

Introduction

At MSI Reproductive Choices we are unapologetically pro-choice. We believe that every woman has the right to make choices about her own body and her own future. As one of the world's leading providers of contraception and safe abortion care, we give women the means to do so. Our team members, working across 37 countries, provide high quality, safe services to women, when and where they need them. Because when a woman can determine her own future, she can contribute to creating a better, more sustainable future for everyone.

MSI Reproductive Choices is committed to safeguarding: promoting the welfare and safety of everyone involved in the delivery or receipt of sexual and reproductive health services, especially children, young people and vulnerable adults. We are committed to ensuring diversity, and equality for all within our organisation and encourage applicants from diverse backgrounds to apply. We expect all staff and post holders to share our values and commitments.

The Department

The MSI Global Finance department, led by the CFO, is mainly based in MSI's London Support Office (the head office), in Conway Street, central London, but increasingly operates globally. The department includes the Global Accounting Team (led by this role), Global FP&A, Internal Audit and Global Information Systems.

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The role

The Global Director of Financial Control (formerly Global Financial Controller) is an active member of MSI's Senior Leadership Team, and is expected to contribute to the culture, strategy and development of the organisation. This role works closely with the CFO in the delivery of the organisation's financial objectives, and oversees the management of the group's Strategic Risk Register. The Global Director of Financial Control attends the group Audit Committee and Finance Committee.

The Global Director of Financial Control leads the Global Accounting Team, which comprises approximately 25 team members.

The Global Accounting Team responsibilities include:

- Group financial reporting and consolidation, including group management accounts, global balance sheet oversight, the group statutory accounts and statutory audit
- Donor finance business partnering, proposal support, decision support and reporting
- Global Support Office management accounting and financial shared services
- Global financial control, including setting global financial policies and managing Group Treasury
- Finance Transformation support including process improvement and training

The Global Director of Financial Control is responsible for the group's external financial reporting, internal financial policies and the group's financial control framework. MSI is a large and complex group, comprising approximately 80 different entities (a mixture of branches, subsidiaries, NGOs and other controlled organisations) based in 38 countries around the globe. The parent company is a UK company, limited by guarantee, and has both UK corporate and charity filing requirements. In addition, the group receives donor funding from governmental and private donors. The Group Financial Controller will ensure that MSI complies with all relevant filing requirements in the UK and for global donors.

The role provides leadership to the UK and global function in ensuring that MSI's financial policies are robust and are kept up-to-date with the changing requirements of UK and donor reporting. The Global Director of Financial Control will liaise with Regional Finance Directors and Country Finance Directors to ensure that subsidiary entities comply with group financial policy and reporting requirements. MSI produces full monthly management accounts and the Global Director of Financial Control has a key responsibility to ensure that these are robust and produced in accordance with reporting deadlines and comply with group reporting policies. The Global Director of Financial Control will work with the financial systems team on the identification, development and implementation of financial reporting and analysis systems, across the MSI group.

Finally, and inevitably for such a senior role, there will be other ad hoc requirements relating to the finances of the MSI group.

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Key Duties and Responsibilities

Team Leadership:

- Set the vision, strategy and culture for the Global Accounting Team, leading by example
- Assure cross-team collaboration between the finance function and the rest of MSI
- Lead the annual 'Finance Leadership Week'
- Active participant in MSI's Senior Leadership Team

Strategic Risk Management:

- Manage the group's Strategic Risk Register, including quarterly indicator reporting
- Ensure joined up risk conversations within the SLT and the Executive Team
- Prepare and present risk reporting to the Audit Committee

Donor Finance:

- Provide business partner support to donor teams, for proposal development and to the Executive Team
- Ensure all internal and external donor financial reports are accurately prepared and submitted.
- Ensure all grant accounting risks are identified and managed and MSI accounting processes for grant funded projects are fit for purpose.
- Support donor teams and country programmes with grant audits

MSI Group Accounting & Reporting (Internal, Statutory & Donor):

- Prepare and submit group statutory, donor and ad-hoc financial reports
- Prepare group financial reports for Board and Executive Team, in conjunction with the group director of FP&A and the group CFO
- Manage the audit process for the group statutory audit, including planning, data preparation and working with the external auditors.
- Liaise with country offices to ensure compliance with local statutory and donor financial reporting requirements and local audit completion
- Collaborate with the legal team and regional finance teams on country programme entity structures
- Provide ad hoc tax support or seek advice externally as required

Global Support Office ('GSO') Finance:

- Oversee the GSO finance team including management accounting and the shared services functions including Purchase Ledger, Expenses and Payroll teams
- Oversee global intercompany accounts and processes
- Provide business partner support to the global HR team
- Collaborate with the legal team on group insurance arrangements

All MSI Reproductive Choices UK job descriptions are subject to a language neutrality test prior to approval and we're always looking for new ways to make our recruitment process as fair and unbiased as we can. If you'd like to provide feedback on MSI Reproductive Choices recruitment process, please do so via email to

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Treasury management:

- Manage and optimise MSI group reserves and “free-cash” and access to appropriate facilities
- Manage relationships with external bankers and investment managers.

Global finance policies, training and talent

- Oversee MSI finance policies
- Drive continuous process improvement in the GSO and the country programmes
- Oversee ongoing development and improvement of the group’s financial accounting systems
- Ensure complete, current and accessible global training resources and induction schedules
- Support the Regional Finance Teams on global finance talent management

Key Knowledge and Experience

To perform this role, it is **essential** that you have the following experience:

- Accounting qualification or certification (possible certifications include ACCA, ACA, ACMA, CIMA, CA, CPA, etc.)
- Familiar with GAAP (both UK and US) and IFRS, including latest developments (FRS 102); evidenced by formal training.
- Experience as a group controller in a multinational UK-based group
- Familiar with strategic risk management
- Extensive supervisory experience managing teams of at least ten people across all the finance and accounting functions
- Experience building finance functions, policies, procedures and systems during periods of transformation and change
- Experience in multi-currency reporting and accounting
- Experience of working in an international donor-funded charity
- Familiar with commercial accounting and financial management
- Familiar with the requirements of UK Charity SORP 2015
- Familiar with a variety of accounting systems and reporting software
- Business (MBA) or other related higher degree (desirable).

About You

At MSI we are unapologetically pro-choice. We believe that every woman has the right to make choices about her own body and her own future. As one of the world’s leading providers of contraception and safe abortion care, we give women the means to do so. We provide high-quality contraception, safe abortion and post-abortion care services, and work with advocacy to create an enabling environment for safe access for all. All our team members are working together towards our vision that no abortion will be unsafe by 2030. It is essential that all team members at MSI share this vision with us, whatever their role within the organisation. Because when a woman can determine her own future, she can contribute to creating a better, more sustainable future for everyone.

We recruit talented, dynamic people with diverse backgrounds and experiences, all united by a belief in our mission and a focus on delivering measurable results. We’re proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace, where everyone feels able to

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participate and contribute meaningfully. You must be open-minded, curious, resilient, and solutions-oriented, and be committed to promoting equality, and safeguarding the welfare of team members and clients alike.

Our Values

Mission Driven: With unwavering commitment, we exist to empower women and men to have children by choice not chance.
Client Centred: We are dedicated to our clients and work tirelessly to deliver high-quality, high-impact services that meet their individual needs.
Accountable: We are accountable for our actions and focus on results, ensuring long term sustainability and increasing the impact of the Partnership.
Courageous: We recruit and nurture talented, passionate, and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.
Resilient: In challenging situations, we work together and support each other, adapting and learning to find solutions, whatever we are up against.
Inclusive: We believe that diversity is a strength. We all play our part in creating a culture where every team member can thrive, feel valued and contribute meaningfully to our mission, and where all our clients feel welcome and supported.

Signature

By signing below, you indicate that you have read and agree to this job description.

Full name:

Signature:

Date: