



Transforming natural resource management
Empowering communities
Transformer la gestion des ressources naturelles
Renforcer le pouvoir d'agir des communautés

Financial Controller

Salary Range: \$90,000-\$110,000

Location: Canada (Ontario or Québec) – Remote.

Language: English/French bilingual essential

Closing Date: October 13th, 2025

Expected start date: As soon as possible.

Work schedule: Full-time

Overview

The Financial Controller is a key manager of the finance department at IMPACT and provides critical leadership in ensuring the financial health of the organisation. As a member of the senior leadership team, the Financial Controller oversees organisational-level financial operations across IMPACT's six countries of operation, working in tandem with the Grants and Compliance Manager, who focuses on project-level compliance and procedures. The role is responsible for ensuring the production of timely and accurate financial information for decision-making and reporting, improving financial process efficiency, and providing strategic analysis to support the organisation's mission and sustainability.

The Financial Controller currently supervises the Accounts Officer, and coordinates country-level finance staff. While this is a leadership position, the role is hands on and involves direct financial management of key processes.

The selected candidate must be based and be eligible to work in either Canada (Ontario or Québec). Candidates must be fluently bilingual. IMPACT has flexible work-from-home arrangements for staff in Canada. Staff can work from home or, if they are based in the Ottawa region, from IMPACT's co-working spaces in downtown Ottawa and Montreal.

Primary Responsibilities

Financial Strategy and Analysis

- Participate in leadership meetings and decision-making organisationally
- Prepare organisational-level financial reports, including financial statements and forecasts in coordination with leadership colleagues
- Provide analysis and recommendations to the leadership and board to ensure the organisation's financial sustainability

Financial Process Management

- Oversee monthly and annual financial cycles throughout the organisation, including conducting sub-ledger reconciliation
- Coordinate cash flow, debt and debt collection
- Coordinate monthly bank reconciliations and FX revaluations



- Drive continued improvements in financial procedures and tools, by developing, documenting and mainstreaming more efficient/effective ways of working
- Manage performance and updates to the organisation's ERP

Grant Management and Reporting

- Oversee and quality assure financial reporting to donors
- Review fundraising proposal budgets prior to submission
- Support Grant and Compliance Manager in setting up new project financial structures, operation manuals and other compliance requirements

Compliance, Audit and Risk Management

- Manage the annual organisational audit
- Ensure reporting meets statutory requirements
- Support Grant and Compliance Manager with donor procedures compliance, project audits and tax compliance where necessary

Leadership and Capacity Building

- Line manage global team account officer, managing performance, providing guidance and coaching.
- With Grant and Compliance Manager Coordinate country-level finance team members, including partaking in their recruitment and performance management (in coordination with designated project finance officer)
- Build capacity of global and country-level finance team members through trainings and in-country visits.

Required Qualifications & Skills

Candidates are asked to clearly demonstrate in their applications how they meet the requirements of the position.

Essential qualifications, expertise, and skills:

- Degree or equivalent in fields such as Accounting and Finance (CPA or equivalent is a strong asset).
- At least 5 years of relevant experience in financial management or audit (for international development, preferably at an organizational rather than project-level).
- Experience of international NGO financial management.
- Knowledge of donor compliance requirements for diverse institutional donors (Global Affairs Canada essential, preference for candidates with experience with other donor experience - EU, UNEP, SIDA, GIZ, etc.)
- Excellent command of Excel and accounting software (experience of Sage/Intacct an asset).

Competencies:

- Candidates must be fluently bilingual (French and English); spoken, written and read
- Strong analytical and problem-solving skills, capable of dealing with a variety of challenges
- Leadership skills and ability to manage priorities for themselves and team
- Clear communicator
- Integrity and strong ethics

- Rigor and concern for accuracy, precision and compliance with standards

About IMPACT

IMPACT transforms how natural resources are managed in areas where security and human rights are at risk. We investigate and develop approaches for natural resources to improve security, development, and equality. We are an independent non-profit, collaborating with local partners for lasting change.

IMPACT is headquartered in Ottawa, Canada and has offices in Democratic Republic of Congo, Uganda, and Côte d'Ivoire, as well as projects in Burkina Faso, Mali, and Zimbabwe. Learn more at www.impacttransform.org

To Apply

Send the following information by email to jobs@impacttransform.org :

- A **cover letter** explaining your interest in the position
- Your **curriculum vitae**

In the subject of the email please state: the position you are applying for and your name.

We thank all candidates but only those selected for an interview will be contacted. Due to the volume of applications received, we ask that you do not follow up on your application.