



Financial Controller (Ref: DDG-CS/FD/04/16)

Background: The International Institute of Tropical Agriculture (IITA) invites applications for the position of **Financial Controller**.

IITA is one of the world's leading research partners in finding solutions for hunger, malnutrition, and poverty. Its award-winning research-for-development (R4D) approach addresses the development needs of tropical countries. IITA works with partners to enhance crop quality and productivity, reduce producer and consumer risks, and generate wealth from agriculture. IITA is a non-profit organization founded in 1967 in Nigeria and governed by a Board of Trustees. IITA works on the following crops: cowpea, soybean, banana/plantain, yam, cassava, and maize. It is a member of CGIAR, a global agriculture research partnership for a food secure future. Please visit <http://www.iita.org/> for more information on IITA.

Position Responsibilities

The Financial Controller will have responsibility for understanding the strategic direction of the organization and assist the Director of Finance (DoF) in providing high level, proactive financial expertise and direction for both short-term and long-term financial planning and management. In conjunction with DoF, lead the task of preparing IITA annual financial statements to comply fully with International Financial Reporting Standard (IFRS) by 2016.

1. Strategic:

- Assist to prepare accurate and timely medium-term financial plan/annual budget.
- Monitor financial performance against budget to support the dynamic re-allocation of resources according to priorities.
- Develop tools and systems to provide critical financial and operational information to the DoF and make actionable recommendations on both strategy and operations.
- Work with the DoF to craft a long-term strategy for Finance Directorate by providing advice on issues, trends, and changes in the operating model(s) and operational delivery.
- Assist in establishing yearly objectives and work plans for the various workshops in Finance Directorate.
- Advise the DoF on long-term budgetary planning and costs management in alignment with the Institute's strategic plan, considering limitations and changes in the funding environment, strategic growth opportunities and collaborations with external organizations.
- Working with the Head of Internal Audit, advise DoF on the integrity of the Institute's Investment policies and reporting and control procedures.
- Remain up to date on non-profit audit and financial best practices.

2. Compliance:

- Ensure compliance and maintain oversight for all accounting and operating activities.
- Lead the annual financial audits; review audit materials, and prepare management response to internal and external auditors.

3. Team Management / Training

- Mentor and develop finance management teams, providing input on work allocation, training, trouble-shooting, problem and conflict resolution, and the building of an effective team dynamic.
- Train accounting personnel and other users on accounting controls and procedures.

4. Acting Role

- Act as Officer-in-Charge during periods of absence of the DoF.

5. Any other finance-related duties assigned by Director of Finance.

Educational Qualifications

- First degree in any discipline plus a recognised professional accounting qualification – ACA, CPA, ACCA. The possession of an MBA is highly desirable and will be an advantage.

Core Competencies:

- Minimum of ten (10) years relevant experience in core accounting function from a leading or well structured accounting firm, and three (3) of which must be at a senior management level.
- Relevant finance experience should include planning, forecasting and enterprise financial systems with emphasis on budgeting and financial reporting (with sound knowledge / hands on experience of IFRS).
- Experience in working with a leading accounting firm or international organization or multinational private sector company within a cross- cultural environment at a senior level
- Excellent leadership, management, interpersonal, and team building skills.
- Ability and proven track record in leadership of small groups; experience as a manager of staff, team builder / leader; and ability as a manager of strategic relationships.
- Proficiency in at least one major enterprise management system (oracle, sun, platinum SAGE, etc.) and relevant computer applications.
- Excellent written and verbal communication skills in English are essential, including ability to set out coherent presentations and group interactions.

Duty station: Ibadan, Nigeria

General information: Initial appointment is for three years. IITA offers a competitive remuneration package paid in US dollars.

Applications: Applications must include covering letter which should address how the candidate's background/experience relates to the specific duties of the position applied for, curriculum vitae, names and addresses of three professional referees (which **must** include either the Head of the applicant's current or previous organization or applicant's direct Supervisor/Superior at his/her present or former place of work). The application should be addressed to the Head, Human Resources Service. Please complete our online application form using this link: <http://www.iita.org/careers>

Closing Date: 25th May 2016

IITA is an equal opportunity employer and particularly welcomes applications from women candidates.

Please note that only shortlisted candidates will be contacted.