

Recruiting **Vice President, Finance**



iDE's first social enterprise, Somalia, 1982

January 2020

iDE



Introduction

At iDE, we find entrepreneurs everywhere in Asia, Africa, and Latin America. Through social enterprises, small business owners, farmers, and multinational businesses, we create opportunity for some of the poorest people on the planet. As a leader in market based development, we believe in the power of business to fight poverty.

We are proud of our successes to date which include reaching over 34.2 million people so far in the developing world with products or services that increase incomes and improve lives. For millions of rural farmers, water pumps, drip irrigation kits, improved seeds, and other agricultural inputs have enabled them to produce more and build their businesses. We have facilitated the sales of nearly a million water filters and latrines, creating tremendous health and livelihood benefits.

We continue to expand our impact, focused since 2015 on reaching a total of 40 million people—20 million more than when we started in 1982—in a fraction of the time. We're also building social enterprises that are sustainable and always exploring new products and services through our human-centered design process.

We are looking for a Vice President, Finance who shares these views. The selected candidate must have well developed analytical and financial skills; be able to define the processes and infrastructure/systems needed to support iDE's growth; have a good understanding of building and managing effective and streamlined administrative/financial systems; and must know how to lead, motivate, and inspire a team.

About Us

iDE is a global development organization with a mission to create income and livelihood opportunities for poor rural households.

Founded in 1982 by serial entrepreneur Paul Polak, iDE has played a pivotal role in developing social enterprises and market-based approaches that combat poverty.

iDE invests in entrepreneurs and designing solutions to solve some of the world's toughest problems, primarily in agriculture and water, sanitation, and health. Based in Denver, Colorado, USA, we currently have offices in 14 countries including developing nations in Africa, Asia, and Central America.



Our Values

We believe in the right of poor women and men to a secure livelihood.

We believe that markets can be a powerful force for enabling prosperity.

We regard the rural poor as our clients. They are customers, producers, and entrepreneurs.

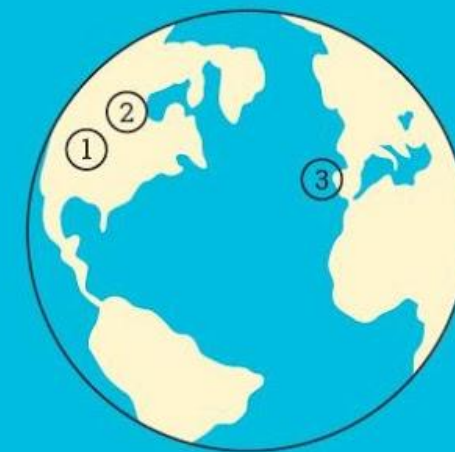
We value innovation and entrepreneurship.

We are results oriented, aiming for significant impacts for large numbers of people.



iDE's Global Presence

- WASH
- Agriculture
- Finance



- Office Locations
1. Global Headquarters, Denver, Colorado, USA
 2. Winnipeg, Canada
 3. London, UK

Highlights from iDE's Global

Impact
3,580,000

Small Scale Farmers

Irrigation, seeds, fertilizer, and agricultural know-how improves income, nutrition, and food security.

420,000

Ceramic Water Filters

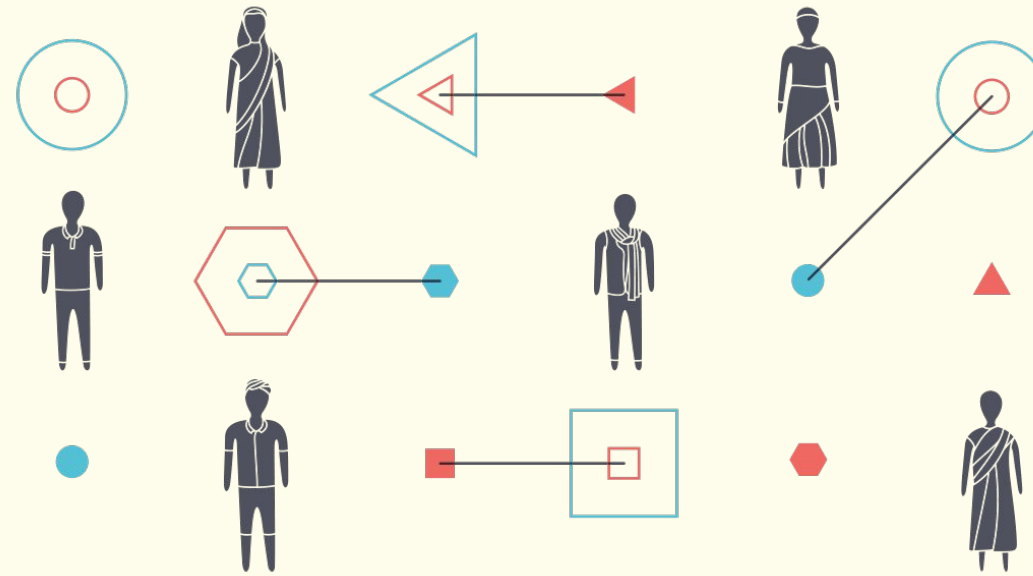
Better health, improved nutrition, fewer child deaths, lower expenses, less manual work for women, and less use of carbon-emitting fuel for boiling water.

400,000

Latrines

Better health, improved nutrition and fewer child deaths, convenience, privacy, safety, and dignity.





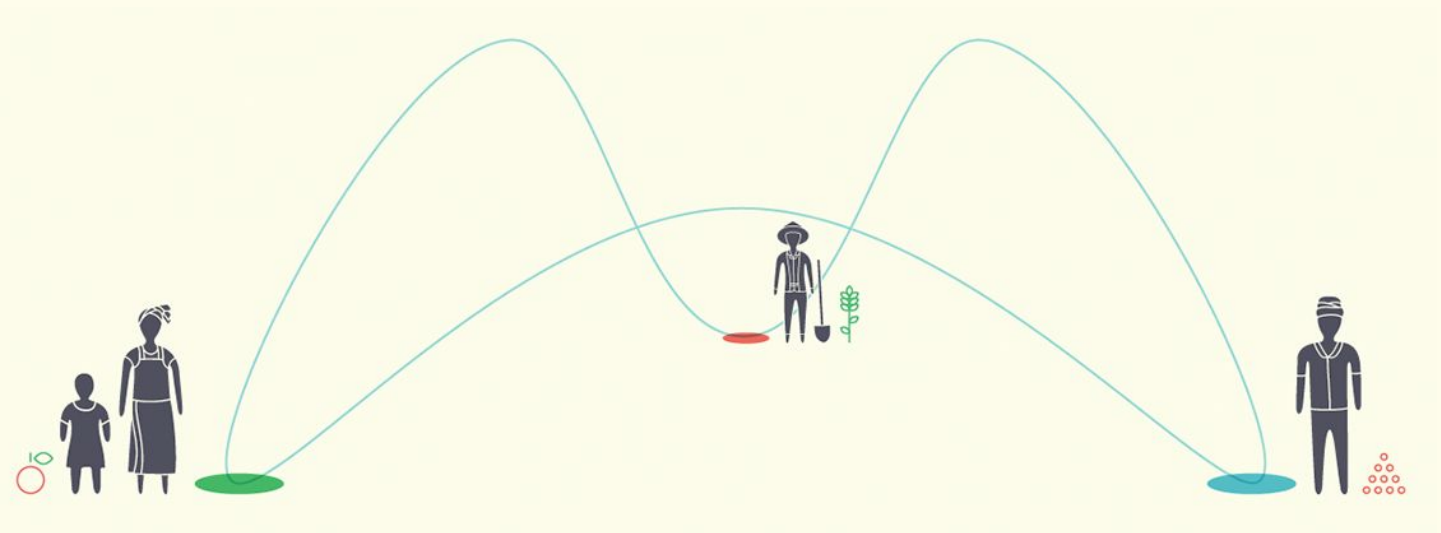
Vice President, Finance

We are recruiting for a mission critical leadership position in one of the world's most entrepreneurial organizations using business to solve poverty with profit.

Our Vice President, Finance (VP Finance), based in Denver, Colorado, reports directly to the Chief Executive Officer. As a critical member of the Executive Team, the VP Finance is a trusted advisor while also managing three direct reports in our headquarters and 14 indirect finance professionals in our country offices in Asia, Africa, and Central America.

The VP Finance works closely with Country Directors, iDE offices in Canada and the UK, and field office staff, to educate them in sound financial planning and operations, while also strengthening the finance function across iDE.

The VP Finance ensures that iDE has the systems and procedures in place to achieve its mission, deepen its global impact, support strong program implementation, and conduct effective audits.



Duties and Responsibilities

You are strategic – You link our activities in the Executive Team to iDE’s overall strategy and performance by developing and implementing finance specific strategies.

You are a liaison and connector – You have the opportunity to positively impact our financial responsibility and represent iDE as a collaborative liaison with the global Board of Directors.

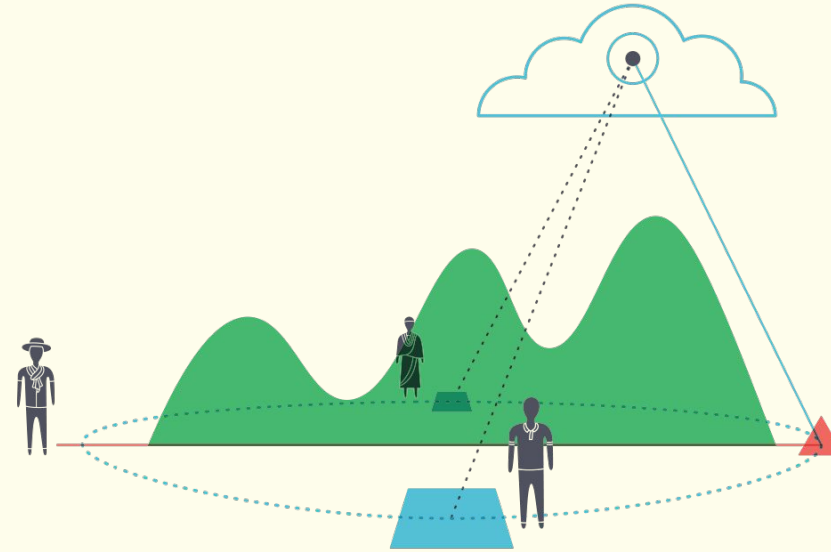
You drive team performance – You operate in a manner consistent with iDE organizational policies and procedures and in close cooperation with the CEO, Executive Team, and iDE headquarters staff.

You are accountable – You deliver consistent results and ensure compliance with daily program management and fiduciary oversight requirements.

You grow the market – You develop and implement internal controls and policies and procedures across headquarters and country programs to optimize compliance for funding.

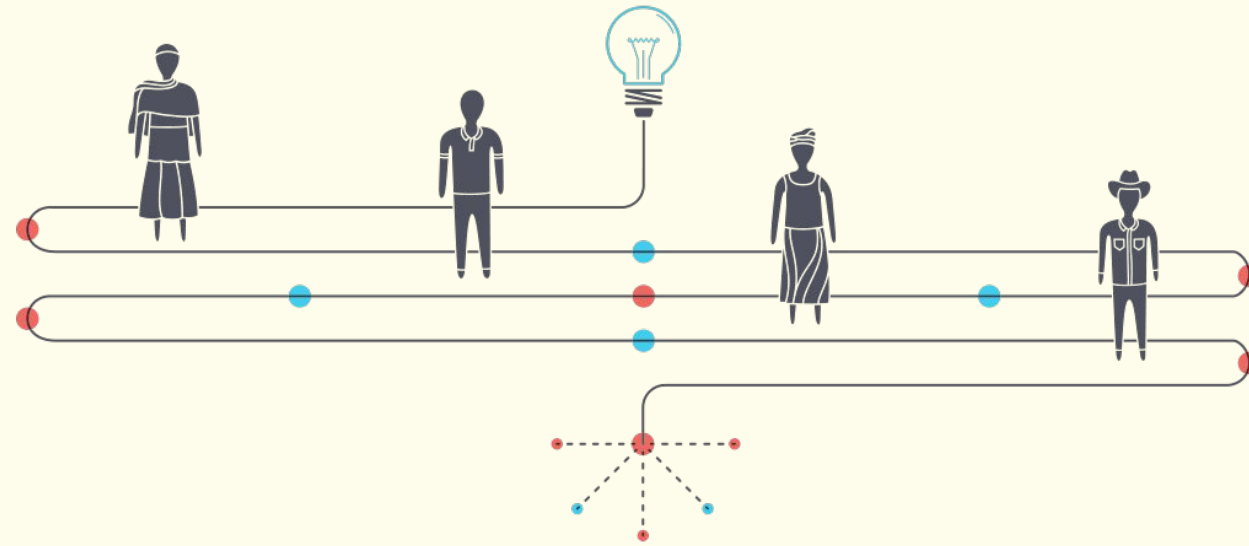
You measure impact – You are committed to showing our impact through high quality data.

You inspire – You lead our staff and partners with a focus on impact with the rural poor and a commitment achieving our mission.



Competitive Candidate Requirements

- A minimum of ten years of professional experience required. Ten years of direct financial management and/or accounting experience required.
- Experience working at an executive level for 2+ years required; substantial experience in a direct and matrix managerial role required.
- Experience reporting to a board of directors or executive management preferred.
- MBA, CPA, and/or equivalent certification and/or experience preferred.
- International development experience is highly preferred. Experience working at an NGO or other social enterprise organization highly preferred, with knowledge of donor compliance issues highly desirable.
- Experience working in a startup environment which required a broad skill set is preferred and willingness to perform a range of duties.
- Experience managing and working with staff from a range of cultures and backgrounds preferred.
- Experience with establishing international financial controls highly preferred.
- Working knowledge of GAAP, international and domestic tax law and IRS rules and regulations, and auditing protocol required. Experience with IFRS preferred.
- Strong organizational skills and attention to detail. Ability to work independently, identify and analyze problems and competent decision-making skills.
- Able to communicate in English across all mediums. Additional languages a plus, but not required.
- Ability to travel internationally, including travel on short notice, to developing countries is required.



Position Summary

We are looking for someone who shares iDE's values. The VP Finance must have well developed analytical and financial skills. S/he should be able to define the processes and infrastructure/systems needed to support iDE's growth. S/he must have a good understanding of building and managing effective and streamlined administrative/financial systems. And s/he must be a skilled people manager.

The VP Finance leads all global finance operations and supervises the finance team, including:

- Member and strategic partner in Executive Team
- Review and update financial policies
- Financial management and accountability
- Implementation of procedures for fiscal reporting and administration, risk management, foreign currency exchange, and investments
- Analysis, report, and interpretation of all financial information
- Oversee and ensure successful audits
- Staff management and development



How to Apply

To apply please forward a comprehensive resume together with a supporting statement/cover letter (maximum two pages). Tell us what excites you about this opportunity. Please also provide the names, positions, organizations, and telephone contact numbers of three references relevant to this role. References will only be contacted once your permission has been granted. Finally please ensure that you have included your best contact numbers and Skype ID, as well as any dates when you will not be available.

[Please submit applications through this link.](#)

SCHEDULE

Submit applications as soon as possible. First round interviews starting January 2, 2020.

RECRUITMENT PROCESS

If you have any questions on any aspect of the selection process, please contact mgoetz@ideglobal.org.

START DATE

Ideally, our new VP Finance will be in place by February 15, 2020.



iDE

**Join us in reaching
20 million more**