



Mission

To invest in the dreams of families in the world's underserved communities as we proclaim and live the Gospel.

Method

We share the hope of Christ as we provide biblically based training, saving services, and loans that restore dignity and break the cycle of poverty.

Motivation

The love of Jesus Christ motivates us to identify with those living in poverty and be His hands and feet as we strive to glorify God.

Manager of International Accounting for Savings Groups (SG)

JOB DESCRIPTION

To promote and fulfill the mission and vision of HOPE and to supervise and provide accounting assistance to HOPE International's (HOPE) network of savings group programs (SGs) within the areas of accounting and financial management.

LOCATION: Lancaster, PA and Kigali, Rwanda preferred

DEPARTMENT: Finance

REPORTS TO: Director of International Accounting

BAND: Senior Professional

MANAGES: International Accountants

STATUS: Full-time, exempt, domestic or local hire

FULL SUMMARY

The manager of international accounting for SG is responsible for the supervision and provision of technical accounting, financial risk management, and internal control design support to HOPE International's network of savings group (SG) programs. This involves working with local accounting staff to ensure strong accounting and finance practices and compliance with HOPE's accounting policies and procedures, particularly as it relates to the consolidation of local financial statements into HOPE International. This position is responsible for supervising and developing a team of international accountants, known as finance business partners (FBPs) as they work to strengthen and support the savings group programs. The manager of international accounting for SG will work closely with internal audit, finance, and operations staff of HOPE in Lancaster and the local finance staff in the countries we serve. The manager of international accounting for SG will also work with SG partner programs related to financial reporting to HOPE and the HOPE grant management process.

RESPONSIBILITIES

Promote and contribute to the fulfillment of HOPE International's mission and vision.

Compliance, Risk Management, and Policies

Liaison with senior program and finance leadership to ensure SG programs comply with HOPE International accounting policies, procedures, and reporting requirements.

Maintain and enhance accounting policies and guidance applicable to Savings Group programs, ensuring alignment with evolving U.S. GAAP, IFRS, and organizational best practices.

Evaluate local program policies and practices, identify areas of misalignment with HOPE standards, and recommend corrective actions.

Collaborate with operation staff to guide and resource new program expansion and new project implementation

Work closely with internal audit and risk and compliance to monitor that appropriate controls and risk action plans are in place.

Collaborate with the finance business partners (FBPs) and SG program finance staff to ensure compliance with local regulatory requirements, central bank regulations, and applicable accounting standards.

Work closely with the FBPs and local finance staff to support SG church partners to identify gaps in the control structure, conduct relevant trainings, and implement effective financial risk mitigation strategies, and ensure accuracy of reporting.

Review and monitor policies and procedures that impact financial reporting and ensure appropriate approval and oversight processes are in place at the program level.

Technical Accounting and Financial Management

Identify and help resolve accounting and transaction discrepancies; work with FBPs and the program finance teams to understand and document variances between actual and planned month to month activities.

Ensure effective and timely monthly close processes are established and consistently followed across SG programs.

Work with the SG FBPs to develop the technical capacity of local accounting staff through training, coaching, mentoring, and direct support.

Provide financial and accounting support to SG programs during their annual audit processes and other formal ratings/reviews.

Advise SG programs on liquidity management and cash transfer strategies, ensuring compliance with local regulations and sound financial management practices

Collaborate with HOPE departments to analyze SG financial data and develop meaningful management reports and financial insights

Provide timely, accurate, and actionable financial information to support decision-making and alignment of organizational priorities.

Identify, communicate, and mitigate financial, operational, and reporting risks arising from organizational, personnel, system, product, or regulatory changes.

Work with FBPs to monitor the SG partner grant process, communicate with responsible parties, and review grant requests and necessary reporting to ensure grant funds are properly being used.

Financial Reporting, Consolidation, and Budgeting

Work closely with the SG FBPs to support the accurate and timely consolidation of SG program financials into HOPE International's financial statements.

Identify and document differences between country specific GAAP and US GAAP reporting requirements.

Lead efforts to improve financial reporting processes, systems, and technologies that enhance efficiency, accuracy, and transparency

Support SG programs during annual budgeting and periodic forecasting processes through training, technical guidance, review, and analysis.

Work closely with SG FBPs, local finance staff, and operational leaders to strengthen financial planning, budgeting, forecasting, and organization management practices.

Personnel Management and Other

Supervise, coach, and develop the FBPs, fostering professional growth and accountability.

Prioritize, assign, and oversee projects and initiatives that support both organizational objectives and staff professional development.

Perform special projects and other duties as assigned by the Director of International Accounting and Senior Director of Finance.

Lead and contribute to cross-functional initiatives that strengthen the financial sustainability and operational effectiveness of Savings Group programs.

Establish, monitor, and evaluate international accounting team goals related to support of HOPE Savings Group programs and enhance savings group operations.

QUALIFICATIONS

Personal confession of Christian faith and commitment to the mission and vision of HOPE International.

Professional Qualifications

Certified Public Accountant (CPA) required

Advanced knowledge of U.S. GAAP and strong understanding of IFRS; experience with nonprofit and international accounting preferred. Understanding of IPSAS, SYCEBNL accounting standards a plus.

Minimum of 2 years of progressive accounting, audit, or financial management experience, including supervisory responsibilities.

Demonstrated experience researching and applying accounting standards and managing complex accounting matters

Experience designing, implementing, and strengthening internal controls, financial processes, and compliance frameworks

Proven ability to train, mentor, and develop finance and operations professionals across diverse cultural and organizational contexts

Experience with partnership management experience preferred

Strong analytical and problem-solving skills

Confident self-starter with the ability to manage competing priorities independently

Advanced proficiency in Microsoft Excel and Microsoft Office applications; experience with financial systems and reporting tools

Travel Qualifications

Willing to travel internationally up to approximately 30 nights per year

Willing to travel to countries such as Rwanda, Haiti, Burundi, Malawi, Zambia, Zimbabwe, Benin, Tanzania, and others

Demonstrated effectiveness working in multicultural environments and across diverse global teams.

Knowledge of French, Haitian Creole, or other relevant languages is a plus

HOW TO APPLY

Apply online at hopeinternational.org/take-action/careers. Due to the anticipated volume of candidates, we are unfortunately unable to respond to phone calls or individual inquiries.