



Job Title: **Global Finance Lead**
Reports to: **President**
Position Status: **Full-time**
Location: **Kansas City, MO**

INTRODUCTION

660 million people – about one in ten – lack access to safe water. More than twice that many, 2.4 billion people, don't have access to a toilet. These are the people Water.org serves. We are a global non-profit based in Kansas City, Missouri working to ensure safe water and sanitation for all. We go beyond traditional approaches to safe water and sanitation, focusing on addressing the underlying causes of this global crisis and innovating to deliver large-scale and sustainable change. Co-founded by Gary White and Matt Damon in 2009, Water.org has impacted more than 3 million lives and transformed thousands of communities in Africa, South Asia, and Latin America. Learn more at <http://water.org/>

SUMMARY

Water.org seeks an outstanding Global Finance Lead to help shape the next stage of its evolution. This unique individual must possess strategic, financial and operational acumen, as well as global perspective and a passion for our mission to help solve one of the world's most urgent challenges.

As a business partner to the CEO and President, this senior leader will serve as a key member of the executive team. S/he will play a critical role in shaping Water.org's strategic, financial and programmatic evolution and will oversee all financial and administration aspects of our business across two domestic and seven international offices. The ideal candidate must offer a track record of success as a strategic and financial leader within a complex global environment and must demonstrate depth in financial and operational management, and innovative finance.

This position will have accountability for our talented nine-member finance and administration team and will partner directly with leaders representing International Programs, Global Advocacy, Marketing, Fundraising/Development, Human Resources and WaterCapital.

KEY RESPONSIBILITIES

Strategic and Operational Leadership

- Strategic and Operational Planning
 - Develop, lead and oversee integrated Water.org 3-5 year strategic plan and annual operating plan and budget, coalescing efforts and coordinating across departments and geographies.
- Organizational Performance and Evolution
 - Partner with core Programs teams to shape strategy and engagements that will deliver innovative financial solutions for impact
 - Lead development of and tracking against annual high-level organizational objectives and metrics.
 - Assess organizational performance against internal targets (long-term strategy, annual plans, budgets and metrics) and external benchmarks to ensure organizational excellence.
 - Develop analysis, tools and systems to provide critical financial and operational information to the Executive team and make actionable recommendations on both strategy and operations.

- Oversee long-term financial planning, ensuring operational execution and management of grant commitments and funding. Provide oversight to major grant commitments, contracts and partnerships. Ensure accurate budgeting and tracking of all grants.
- As needed, support the development of new sources of capital and play an active role with donors on both fundraising and discussions related to Water.org's capital mobilization and deployment initiatives.
- Strategic Insight
 - Build organizational evidence base by coalescing key internal and external data and where needed, identifying and leading research on key emerging trends and opportunities for innovation at Water.org. Research and insight will support all areas of Water.org.
 - Provide financial oversight and strategic input into the New Ventures Fund, a philanthropic fund that enables Water.org to pilot, scale and disseminate new approaches to the water crisis.
- Operational Management
 - Ensure financial and operational systems are in place to facilitate effective and efficient operations and to provide accurate, internally-consistent, accessible data.
 - Partner with the Director, Technology Impact and Innovation to facilitate adoption and smooth integration of technology for organizational efficiency and impact.
- Board Engagement
 - Engage the Board executive and audit committees as needed to ensure sound fiscal management and operational excellence.

Investment Oversight

- Ensure emerging financial strategies, investments, and structures meet organizational objectives. Provide strategic counsel and direction to programmatic areas of Water.org related to innovative finance as a means to delivering impact.
- Implement prudent cash management strategies and investments related to cash reserves and benefits programs.
- Ensure compliance with appropriate US, international and local regulations and adequate financial and social impact monitoring of financial partner network and, if debt or equity investments are made, of portfolio organizations.

Financial Oversight

- Ensure effective fiscal health and financial stewardship of Water.org resources.
- Accounting:
 - Oversee all accounts, ledgers, and reporting systems, ensuring timely and accurate financial reporting, in compliance with appropriate Generally Accepted Accounting Principles and regulatory requirements. Maintain internal control safeguards and coordinate all audit activities.
- Cash Management:
 - Manage cash flow and forecasting. Optimize banking relationships and initiate appropriate strategies to enhance cash positions.
 - Foreign Exchange Management. Implement strategies to mitigate risk while managing cost across global markets.
- Select and engage outside consultants as needed (e.g. auditors, investment advisors)

Team Development and Leadership

- Lead, mentor and develop the finance and administration team at Water.org, ensuring high-level performance and engagement.
- Collaborate with executive team to ensure overall organizational excellence.

Administration

- Ensure organizational legal structures and operating practices comply with laws and optimize organizational success. Retain counsel as needed to establish required legal entities and policies and to ensure adherence to requirements.
- Oversee all aspects of organization's facilities. Review and ensure international and domestic contracts, leases and other obligations are negotiated to optimize both quality and cost and to mitigate risk.
- Ensure all operations are compliant with local laws and customs.

Other duties as required and assigned

SKILLS

Three core skills required for this role include:

1. **Breadth and Depth in Financial Leadership within global organization.** Water.org's approach focuses on removing barriers between people and water and sanitation. At present, capital is the biggest barrier to water and sanitation access. At Water.org, we are pursuing multiple approaches to raising, deploying and mobilizing capital. Strong strategic thought is imperative, complemented by depth of knowledge in finance, capital markets, blended finance and innovative financial mechanisms. Experience working with global development agencies and institutional partners a plus. Proficiency in fund structure, fundraising and fund deployment across a range of capital – philanthropic, debt and equity - is preferred.
2. **A deep commitment to our mission.** We seek candidates who see capital as a means to solve tough problems, not as an end in itself. Ideal candidates are likely to have delivered outstanding financial results earlier in their career and now seek to do so for global good. We seek a leader with evidence of service towards others, delivery of focused, creative solutions against complex issues, and a bias for action. The ideal leader will provide strategic direction while also rolling up his/her sleeves to get engaged in the work.
3. **Exceptional Leadership and Collaborative Skills.** The Global Finance Lead will lead our finance and administration teams, evolving their focus and scope in response to – and in anticipation of – continued organizational growth and complexity. S/he must be a strong developer of talent. Additionally, s/he will work closely with globally-dispersed teams and diverse business units and programmatic areas. Thus, strong relationship-building and influencing skills will be critical to success. Water.org is comprised of a multicultural team operating in twelve countries out of two domestic and seven international offices. Global experience is preferred.

COMPETENCIES

- **Drives Results** – Consistently achieving results, even under tough circumstances.
- **Optimize Work Processes** – Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.
- **Strategic Mindset** – Seeing ahead to future possibilities and translating them into breakthrough strategies.
- **Builds Effective Teams** – Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.
- **Drives Vision and Purpose** - Talks about future possibilities in a positive way. Creates milestones and symbols to rally support behind the vision. Articulates the vision in a way everyone can relate to. Creates organization-wide energy and optimism for the future. Shows personal commitment to the vision.
- **Communication** – Excellent communicator, both written and oral. Ability to be candid and forthright. Effective and insightful presentation skills, adept at conveying complex concepts and detailed analysis in strategic and compelling manner across audiences. Is effective in a variety of communication settings: one-on-one, small and large groups, or among diverse styles and position levels. Attentively listens to others. Adjusts to fit the audience and the message. Provides timely and helpful information to others across the organization. Encourages the open expression of diverse ideas and opinions.

QUALIFICATIONS

- MBA or equivalent degree, CPA desirable.
- Minimum 20 years' experience in progressively responsible financial and operational leadership roles within a global entity. Blend of both for-profit and not-for-profit experience a plus.
- Proven track record of building and developing high-performing team and of developing self.
- Willing and able to travel domestically and internationally, estimated 25%.

SALARY/BENEFITS

This position offers full-time benefits, including medical/dental insurance, life and disability insurance, retirement program and periodic review for merit and incentive pay based on organizational and personal achievement. Salary will be based on education and experience, and will coincide with similar nonprofit organizations in international development.

HOW TO APPLY

For consideration, please submit your resume and cover letter to Korn Ferry at:

Kate Kohler, Co-Lead, Impact Investing Practice & Principal, Global Financial Markets

Phone: 202-955-0913

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Water.org is an equal opportunity employer and does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. We are committed to providing an inclusive and welcoming environment.