

International Finance Manager

Starting Date: Mid-Month August 2024

Contract type: Full time, permanent

Salary: 57,400 GBP if hired in the UK, 6,773,600 PKR if hired in Pakistan, 3,042,400 INR if hired in India, commensurate with experience

Location: London, Lahore, Delhi

Application closing date: 23 June 2024

About this role

The International Finance Manager will be responsible for all areas relating to financial activity in our international operations and will ensure appropriate global financial oversight of the growing network of local entities. The role will also support the development of new local entities as Better Cotton extends its global reach to ensure appropriate financial mechanisms are implemented in the new locations.

The focus on governance and internal controls is essential to support the growth in the different locations. There is also a requirement to delve in to the detail when appropriate whilst also being able to understand 'the big picture'. Due to the nature of the role there will be a significant amount of overseas travel.

You will also lead the implementation of enhancements that addresses our international business processes and systems to drive efficiencies and strengthen controls, working closely with Finance Managers around the world.

This role will report to the Global Head of Finance. You will provide matrix management of country Finance teams i.e., Finance staff based in India, China, Uzbekistan, and Pakistan, and will work closely with the Programme teams for the development of Better Cotton's operations in other countries. This challenging role offers excellent opportunities for personal and professional development, together with a competitive benefits package.

Areas that play to your strengths

(All the responsibilities we'll trust you with)

For Financial Governance, Activity and Reporting, you will:

- Support local teams to develop new entities or to promote appropriate legal structure.
- Support the development of appropriate financial mechanisms and control environment in response to the increasing risks and reporting requirements as Better Cotton evolves in new locations.
- Oversee the maintenance of adequate levels of financial governance for compliance with laws and regulations, help identify risks.
- Support the country Finance teams for all aspects of financial management, accounting, and statutory reporting.
- Guide country teams on: - establishing locally relevant processes and policies to ensure compliance with Better Cotton processes and adherence to local statutory and tax requirements - developing accounting systems and controls and recruiting adequate Finance staff. Establish internal compliance audits to detect and prevent financial misstatements.
- Support the accounts set up and migration of records of local entities in the organisation's accounting system.

- Ensure the external audit process for local entities is appropriate. Interact with local auditors when appropriate.
- Advise on local financial issues and conduct diversified ad-hoc analysis (impairment, working capital improvement, performance optimization).
- Advise on Tax and Finance aspects related to organisational changes and support to enhance financial governance mechanisms.
- Collaborate with Legal and Tax advisors to implement agreements.
- Ensure compliance with all local tax, filing and financial authorities requirements.

For Treasury Management, you will:

- Work with the Global Head of Finance to ensure coverage of treasury needs for local entities and local operations,
- Support the management of currencies and the risks around FX fluctuations, and the implementation of mitigation strategies.

For Financial Controls and Risk Management, you will:

- Work with the Global Head of Finance to deliver the development, implementation, and maintenance of internal controls.
- Prepare internal documentation to support due diligence and internal controls.
- Lead analysis and documentation of technical issues for Better Cotton local offices and related entities to mitigate organisational risk and develop implementation strategies, working in close collaboration with the country teams.
- Review the financial risks for new investment developments for Better Cotton and drive appropriate policies to reduce organisational risk.
- Lead the risk assessment for Finance and review the financial risks for the overall organisation, working closely with the Finance Managers and country teams.
- Document and maintain updated the global risk register. Represent the Finance function in the Risk Register Working group.

For Systems and Process Improvements globally, you will:

- Drive forward a co-ordinated and well-thought-out roadmap of enhancements that addresses our business processes and systems to drive efficiencies and strengthen controls, including supporting the development of an ERP road map working closely with the IT & Country teams.
- Support the maintenance of the ERP road map, working closely with the IT & Country teams, to ensure it remains appropriate as Better Cotton evolves.
- Oversee the Global IT projects related to finance processes and data delivered by the IT team.
- Oversee the implementation of effective international change management process and documentation.

For other areas, you will:

- Work with the Global Head of Finance prepare pre-reads for Finance Committee and Council.
- Work with the Global Head of Finance for many aspects of functional management, including staffing and building an effective motivated team with the appropriate skills as the organisation develops.
- Design appropriate international financial KPIs for the Finance coordination team.
- Perform or assist with ad-hoc or Better Cotton special projects as assigned.

About your skills, knowledge and experience

(proven performance in)

Qualifications, Skills & Knowledge
Essential
<ul style="list-style-type: none"> • Qualification/Degree in Business Administration, Accounting or Finance – ideally a Certification in internal auditing and/or risk management. Master’s degree (preferably in accounting and/or Finance) a plus.
<ul style="list-style-type: none"> • Excellent knowledge of Swiss GAAP and international standards accounting
<ul style="list-style-type: none"> • Proven leadership skills, experience of working independently and taking responsibility for specific areas of work within a finance function
<ul style="list-style-type: none"> • Self-starter with strong attention to detail, strong strategic and organisational skills.
<ul style="list-style-type: none"> • Excellent time management and ability to meet deadlines
<ul style="list-style-type: none"> • High level of integrity; ability to handle confidential and sensitive information with discretion
<ul style="list-style-type: none"> • Ability to thrive in a dynamic, changeable environment
<ul style="list-style-type: none"> • Proven analytical and problem-solving skills
<ul style="list-style-type: none"> • Excellent oral and written communication skills in English
<ul style="list-style-type: none"> • Excellent IT skills, including confidence with Microsoft Office 365
<ul style="list-style-type: none"> • Good interpersonal skills and the ability to work effectively within a collaborative team
Desirable
<ul style="list-style-type: none"> • Ability to cope with pressure and changing priorities
<ul style="list-style-type: none"> • Strong relationship building skills and service-oriented attitude
Experience
Essential
<ul style="list-style-type: none"> • Demonstrate strong relevant experience in accounting and financial reporting within an international organization
<ul style="list-style-type: none"> • Experience and strong understanding of intercompany eliminations, foreign currency translation, and topside adjusting entries.
<ul style="list-style-type: none"> • Experience developing and working with ERP or accounting packages
<ul style="list-style-type: none"> • Solid experience of maintaining and improving accounting and financial systems and processes in the not-for-profit sector
<ul style="list-style-type: none"> • Experience of establishing financial systems and processes in a new entity, or supporting their development in a rapidly growing entity
<ul style="list-style-type: none"> • Experience of working in an international organisation and working collaboratively with teams in other countries
<ul style="list-style-type: none"> • Experience of collaborating effectively across different teams and cultures
<ul style="list-style-type: none"> • Interest in and commitment to sustainability

What we offer

- Competitive salary
- Hybrid working – Two to three days/week in the offices central London, Delhi or Lahore
- The opportunity to work from anywhere in the world for up to one month per year
- Flexible working, with core hours from 10 am to 4 pm local time
- Continuous learning and development
- 25 days paid annual leave, plus 8-9 Bank Holidays and a further 3 days off over Christmas
- Enhanced parental benefits

- A warm, positive working environment where everyone is valued
- The opportunity to make your mark and make a difference.

Working arrangements

This is a full time (40 hours per week) position and will be based in either London, Delhi or Lahore. National, regional and international travel will be required.

Apply now

Interested applicants with the required attributes are asked to send, in English, a detailed CV and a brief cover letter (2 pages maximum) to Better Cotton [via this form](#).

Application deadline: 23 June 2024

In your cover letter, please include an explanation of why your experience is specifically relevant to this role at Better Cotton. We want to see your personal style – what excites you about this role and why you think your next opportunity is here with us.

About Better Cotton

Better Cotton is the world's largest cotton sustainability programme. Our 200+ colleagues of 37+ nationalities are united by a shared passion and commitment to achieving the Better Cotton mission: to help cotton communities survive and thrive, while protecting and restoring the environment. Through our network of field-level partners a quarter of the world's cotton is now grown under the Better Cotton Standard. We have united the industry's stakeholders behind our efforts, from ginners and spinners to brand owners, civil society organisations and governments. Everyone who cares about cotton and its sustainable future can now be part of something better.

About our Values

The post holder will be expected to operate in line with our workplace values which are:

- **Trustworthy** (including honest, transparent, credible)
- As having **Integrity** (including responsible, authentic)
- **Positive** (including problem-solving, pragmatic)
- **Engaging** (including adaptable, inclusive, holistic)
- **Daring** (including courageous, innovative, game-changing)

Being you @ Better Cotton

Better Cotton is committed to creating a diverse environment and is proud to be an equal opportunity employer with a strong commitment to good practice and transparency in the management of natural, human, and financial resources.

We have a zero-tolerance approach to any attitudes or behaviours that put children or adults at risk of harm. Safeguarding incidents are acts of serious misconduct and are grounds for disciplinary action, up to and including, dismissal and referral to relevant authorities for criminal prosecution. Therefore, all offers of employment are subject to satisfactory references and appropriate screening checks.