



Headquarters: Nyamata, Bugesera District, Rwanda | Uganda: Wakitaka, Mafubira Sub-County, Jinja District
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JOB DESCRIPTION: SENIOR FINANCE MANAGER

Company: EarthEnable

Reports to: MD, Katy Helen Dutile

Location: Jinja or Kampala, Uganda – with significant time in Jinja

Compensation: Starts modest, with significant performance-based raises

Who We Are

At EarthEnable, we believe that our clients deserve our very best, that morning high-fives are the best way to start the day, and that the best ideas could come from any part of the company. We celebrate each other's wins, learn from our setbacks, and are deeply proud of the impact we make every day. We believe that a clean, dust-free floor means more than living in a healthy home. It means pride and dignity in the place our customers most treasure: their homes. Being a part of our team means more than building floors: it means building an organization and building a better future for rural families.

What We Do

EarthEnable is transforming the way people live, by making homes healthier for families across rural Rwanda and Uganda. 75% of Rwandans and 65% of Ugandans live in homes with dirt floors which are dusty, unsanitary, and fertile breeding grounds for parasites and germs. While replacing a dirt floor with concrete has significant health benefits (e.g. reducing diarrhea by 50% and parasitic infections by 80%), concrete is unaffordable for many who need it.

EarthEnable addresses this pressing and ubiquitous problem by selling high-quality, earthen floors that are 70% cheaper than concrete with 90% less embedded energy. Earthen floors are already prevalent in modern homes in the United States and are composed of natural materials (gravel, clay, sand, and laterite). EarthEnable trains and hires local masons to install the floors which are sealed using a proprietary drying oil that makes them waterproof, strong, and polished. In our first 4 years of operations, EarthEnable has installed over 60,000 square meters of flooring and employed over 160 Ugandan and Rwandese (and generated jobs and income for an additional 100 masons).

About the Role

EarthEnable is looking to turbo-charge our impact in 2019. In order to achieve our ambitious growth goals, we are seeking an experienced and passionate Senior Finance Manager who is excited to take a fast-growing and high-impact organization to new levels, alongside a passionate and hard-working team. In particular, the Senior Finance Manager will mentor and manage Financial Controllers and Finance and Administration Assistants. This is a global position with 60% time spent on financial management in Uganda, 30% on Global, 10% on supporting Rwanda's Financial Controller. This position will require the Manager to lead the Uganda Finance team on more of a day-to-day basis while supporting the Rwandan team in capacity building.

The responsibilities of this role include, but are not limited to the following:

Financial Management

- Support the MD in profit and loss responsibility in Uganda: drive revenue to cover operational costs within the country, working closely with finance to analyze budgets vs actuals across various units
- Ensure fiscal responsibility in all budgets and spending, findings areas for cost savings and increased resourcefulness
- Work with finance to ensure taxes and payroll are completed on time
- Supervise financial assistants and other employees in the facilitation of day-to-day operations, including tracking financial data, invoicing, payroll, etc
- Work with human resources employees to secure candidates who will be an asset to the finance departments
- Establish and implement a training program for new finance employees.
- Update and implement financial policies and procedures
- Seek out methods and practices to minimize financial risk
- Contract auditing services to ensure financial monitoring
- Collate financial reporting materials for all **donor** segments, and oversee all **financial**, project/program and grants accounting
- Treasury, which will include:
 - Overseeing the budgeting process
 - Distributing budgets to budget holders
 - Bank and petty cash control
- Working closely with the operations team to monitor operational data which impacts the financial results. Gathering insights on this data and making suggestions to improve financial performance.

Strategic Planning and Execution

- Work with MD to develop scale strategy and set operational, sales, and financial targets and KPI
- Create and maintain relationships with service providers and contractors, including banking institutions and accountant
- Visit the field and get to understand more about the company customers and

- Capacity building of the finance team on financial modeling

Qualifications

- 4-7 years of work experience, with 2 years of management experience (experience with fast-growing ventures is a plus)
- Strong preference for Ugandan hires; if not possessing work privileges in Uganda, a CPA or Finance degree is required for visa sponsorship purposes
- Exceptional people skills and managerial skills; avid team player with a coaching and mentoring approach
- Strong analytical skills, including Excel modeling and data analysis
- Passionate about international development and social enterprise
- Commitment to working in rural environments across Uganda
- Fluency (or advanced business proficiency) in English
- Ability to work on a variety of tasks at the same time, and keep track of a variety of workstreams
- Resourcefulness and critical thinking skills to quickly determine why something isn't working and iterate quickly to try to solve it; creative problem solve
- Excellent attention to detail, commitment to excellence, and outstanding work ethic
- Strong understanding of accounting, budget management, and financial management
- Hard working and gritty to push through challenges
- Flexible and adaptable to changing environments; thrives in a bootstrapped culture
- Maturity and poise under stress
- Optimistic attitude, sense of humor, entrepreneurial spirit, curiosity to learn new things, creative problem solver, humble and patient team-player with a sense of humor
- Strong technology skills (knowledge of Word, Excel, Salesforce, Google Docs, and Dropbox)

Apply online at <http://www.earthenable.org/applynow>. In your cover letter, please state what excites you most about this role, and what you think will be most challenging about it.