

MILLAR CAMERON



# AGRA *CHIEF FINANCE OFFICER*

PEOPLE · PASSION · PERSISTENCE



## ABOUT AGRA

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Established in 2006, AGRA is an African-led and Africa-based institution that puts smallholder farmers at the center of the continent's growing economy by transforming agriculture from a solitary struggle to survive into farming as a business that thrives. Together with our partners, we are working to sustainably grow Africa's food systems.

AGRA strengthens seed systems, develops and promotes sustainable farming practices, helps unlock trade and markets, and supports governments who lead their countries' development. We work with farmers to adapt to climate change, increase soil health, and protect the environment. AGRA believes deeply in the urgency of reducing the inequality that women face in agriculture, and to unlocking the power and innovation of youth.



CHIEF FINANCE OFFICER AGRA



THE LOCATION

# NAIROBI, KENYA





CHIEF FINANCE OFFICER AGRA

THE ROLE: CHIEF FINANCE OFFICER

## MAIN RESPONSIBILITIES:

The Chief Finance Officer (CFO) heads the Financial Operations Unit. In this capacity, the CFO is the custodian of AGRA's financial integrity, assisting AGRA President by providing strategic financial leadership.

The CFO works with the executive management team to establish and implement financial goals and strategies to ensure AGRA's sustainability in delivering financial services in support of AGRA's programs. The CFO is a member of the Executive Management Team with a corporate responsibility for AGRA.

The performance of this role holder will be assessed on the basis of the achievements made on:

1. Successful development and management of the organizational budgets
2. Effective integration of financial transactions and accounting systems
3. Proper management of AGRA's financial assets

CHIEF FINANCE OFFICER AGRA

**TITLE:**

CHIEF FINANCE OFFICER

**REPORTING TO:**

CHIEF OPERATING OFFICER

**LOCATION:**

NAIROBI, KENYA

**TRAVEL:**

APPROXIMATELY 25%

**DIRECT REPORTS:**

FINANCIAL CONTROLLER

SENIOR FINANCE OFFICER –  
PROGRAM FINANCE

SENIOR FINANCE OFFICER –  
MANAGEMENT ACCOUNTING

SENIOR FINANCE OFFICER –  
COUNTRY SUPPORT

THE ROLE: CHIEF FINANCE OFFICER

# DIMENSIONS OF THE ROLE:

## **Purpose – Advance**

- Leads in the development and delivery of cost-effective policies, frameworks and services related to risk management and internal controls for AGRA
- Directs treasury, investment, accounting and financial reporting activities; and manages relations with key stakeholders and communities of practice in financial, investment and risk management
- Directs the budgets and resource allocation and execution in collaboration with the AGRA executives and the senior management team and aligns them to the strategic objectives
- Projects the financial analysis of the existing programs and policies

## **Engagement – Position**

- Influences a unified leadership perspective through collaborating with the Executive Team
- Influences a results-oriented, learning organization culture to increase overall impact
- Encourages commitment to the AGRA's mission, vision, values and
- Organizational Sustainability
- Motivates those under your command to take more initiative in their roles by overseeing the daily operations and the work of executives under your leadership (ICT, HR, Procurement, Grants)

- Grows AGRA's finances through identification of expansion activities such as (investments, acquisitions, corporate alliances etc.) as well as manages partners/ vendors relationships
- Achieves talent development of existing staff, hiring new staff as necessary and manages team dynamics of the team to ensure a high-performance team
- Communicates results through written and verbal communication
- Directs and provides coaching to relevant technical and administrative staff

## **Delivery – Corporate Planning**

- Plans for sustainable organizational future of service, including via work with the executive team and representation of AGRA
- Creates and implements plans for the operational infrastructure of systems, policies, processes, and staff
- Assesses the effectiveness of all processes internal and external and provide timely, accurate and complete reports on the operating condition of the company. Evaluates performance by analyzing and interpreting data and metrics, write and submit reports to the President in all matters of importance
- Set standards for performance and growth and establish policies that promote company culture and vision, while ensuring all program initiatives align with the company's core values and culture

# SKILLS AND QUALIFICATIONS

*To apply for this position please ensure you possess the following:*

- Minimum 15 years at an international level in an institution, which could include international organizations, international financial institutions, other development finance-related organizations. Advanced organizational leadership experience
- Bachelor's degree or equivalent higher-level professional qualification in Accounting, Business Management or Financial Corporate Management related discipline
- Full accounting qualification – CPA(k) and/or ACCA (UK)
- Excellent people skills, with an ability to partner with a dynamic leadership team
- Possess personal qualities of integrity, credibility, and commitment to corporate mission
- Flexible and able to multitask; can work within an ambiguous, fast-moving environment, while also driving toward clarity and solutions;
- demonstrated resourcefulness in setting priorities and guiding investment in people and systems
- Strong speech giving/writing and report-writing experience and capabilities
- Excellent written and verbal communication skills in English, including the ability to set out a coherent analysis in presentations. Working knowledge of French would be an asset
- Strong diplomatic and communication skills, ability to develop a close and effective working relationship with the internal client at all levels.
- An able and competent presenter as well as a positive influencer of others
- Client orientation – able to balance responsiveness and pro-activity in meeting internal client needs and concerns and to ensure provision of value added services as appropriate
- Able to lead and manage major change and transition programs
- Champion of AGRA's values: results-orientation, professionalism, respect and integrity
- Recognized management skills in a multicultural setting
- Strategic thinker
- Creative and lateral thinker able to recognize opportunities and propose solutions to problems
- Inspirational leader, able to foster cooperative teamwork and outstanding achievement
- Strong interpersonal skills and ability to work both as a team leader and player
- Effective in developing and successfully achieving the work program
- Able to coach and develop a professional finance management staff
- High sense of integrity, trust and confidence

*Please send your CV and contact details to Susan Kamenwa Waweru or Victoria Bowden who will contact you to discuss your application in more detail.*



*Contact: Susan Kamenwa Waweru*

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Email: [susan.waweru@millarcameron.com](mailto:susan.waweru@millarcameron.com)



*Contact: Victoria Bowden*

Tel: +44 2038 000 935

Email: [victoria.bowden@millarcameron.com](mailto:victoria.bowden@millarcameron.com)



# PERSON SPECIFICATION:

She/he shall at all times, in intent, word and action represent and exhibit the AGRA values of Integrity, Respect, Innovation, Stewardship and Equity (I-RISE) and champion these values within and outside the organization.

- Integrity - Honest and moral conviction
- Respect - Value differences and dignity
- Innovation - Continuous improvement and bold creativity
- Stewardship - Committed and transparent
- Equity - Fairness and impartiality

## **Core competencies:**

- Achieving Results Effectively
- Managing & Sharing Knowledge
- Accountability
- Diversity & Inclusion
- Adaptability
- Stakeholder Focus/Partnerships
- Teamwork

## **Leadership competencies**

- Leading Others
- Empowering Others & Building trust
- Developing Others

## **Functional Competencies**

- Financial planning, modelling and resource allocation
- Writing and Presentation skills
- Accounting standards knowledge and reporting
- Financial acumen
- Knowledge of donor requirements, donor contract management and fund accounting
- Global acumen - intercultural sensitivity and effectiveness
- Accounting standards knowledge and reporting
- Standards and systems development – collaborating in development of policies, standards, and systems
- Auditing knowledge & management of audits
- Drive for results and managing performance







WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

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*Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.*

*Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.*

*We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.*

*Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.*





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*OXFORD*

*LONDON*

*NAIROBI*