

MILLAR CAMERON

Finance Director
*Forest Stewardship
Council (FSC)*

About


Forest Stewardship Council

The Forest Stewardship Council (FSC) is a mission-driven, global non-profit organisation that sets the world's most trusted standards for responsible forest management. With a unique multi-stakeholder governance model, FSC operates through a network of international and regional offices, and partnerships with businesses, NGOs, communities, and governments worldwide.

The Forest Stewardship Council International (FSC International) consists of the entities FSC Asociación Civil (FSC AC), FSC International Center GmbH (FSC IC) and FSC Global Development GmbH (FSC GD). While the latter two are located in Bonn, Germany, FSC AC is located in Oaxaca, Mexico, and is the mother organisation of FSC IC and FSC GD. FSC Investments and Partnerships is associated with FSC International and located in Seattle, Washington, U.S.

FSC has a number of regional offices, sub-regional offices and independent national offices around the globe, including FSC UK.

As part of the ongoing organisational transformation there is a need to appoint a Finance Director to further strengthen finance department; scale impact; and enhance global-regional alignment.



The Opportunity

FSC is building a modern, strategic, service-oriented finance function. The Finance Director will lead this transformation – by strengthening the processes, embedding robust FP&A, controls, and delivering actionable insight for a business decision-making.

A significant first year activity will be in relation to the implementation of a new ERP/finance system, with an organisational go-live targeted for **1 January 2027**.



Role summary

Reporting to the Chief Operating Officer (COO), the Finance Director provides strategic leadership and day-to-day management of FSC's global finance function across all its entities (FSC AC, FSC IC, FSC GD) covering Bonn and our regions.

Scope includes **accounting services, Financial Planning & Analysis (FP&A) and regional finance, risk and compliance, treasury and cash management.**

The role partners closely with the Executive Team, the Board and the Board's Finance Committee, regional leaders, and banking partners. The Finance Director will lead the team consisting of the Head of Accounting Services, FP&A lead, Risk & Compliance lead. The incumbent will work closely with finance and admin colleagues across regions and FSC entities.

Who we're looking for

A hands-on operator and change leader who can diagnose and build on processes and scaling , future-ready finance organisation.

You'll bring senior FD/CFO experience in complex, international, mission-driven contexts; **a track record of ERP implementation; strong FP&A and business partnering is a strong preference;** as well as experience overseeing **risk and compliance**.

Fluency in Spanish is preferred to support closer integration with our Mexico entity; **German** is an advantage (not a requirement).



First-year success priorities

- **ERP mobilisation:** Stand-up governance, roadmap, resources and controls; deliver early wins and readiness for 1 Jan 2027 go-live.
- **Process stabilisation:** Fix core finance processes (P2P, O2C, record-to-report), clear backlogs/late payments, and embed standard operating procedures and internal controls.
- **FP&A cadence:** Launch annual budget and quarterly re-forecasts; monthly performance reviews and scenario planning with accountable owners across HQ/regions.
- **Consolidation & transparency:** Deliver timely consolidation across three main entities (Mexico; Germany non-profit and for-profit) with clear management reporting packs.
- **Regional capability:** Uplift regional finance governance and capability; build constructive relationships with regional leaders and programme teams.
- **Cash & reserves:** Oversight of cash management, reserves policy and FX/hedging approach with banking partners.



Key responsibilities

Strategic Financial Leadership

- Shape and execute FSC's financial strategy in line with organisational priorities and the Global Strategy.
- Provide forward-looking analysis, investment cases and scenario modelling for the Executive Team and Board.

Financial Planning & Analysis (FP&A)

- Lead the enterprise budgeting and forecasting cycle; establish multi-year planning.
- Provide insightful variance analysis and cost-to-serve views to inform operational decisions.

Accounting, Control & Reporting

- Ensure accurate, complete and timely month end processes and preparation of monthly information packs to management, setting out risks and opportunities.
- Own consolidation, period close, treasury and working capital management across entities.
- Ensure compliance with IFRS/local GAAP, donor requirements and statutory filings; coordinate external audits.

Risk Management & Compliance

- Lead enterprise risk management; maintain compliance frameworks for grants, contracts and donor funding.
- Implement audit recommendations and corrective actions.

Regional Financial Oversight

- Standardise policies and reporting; uplift regional finance capability with a focus on integration with Mexico and other regional offices.
- Act as a trusted advisor to regional leaders; ensure alignment and transparency.

Systems & Transformation

- Drives digital transformation by leveraging advanced financial technologies and implementing modern, automated processes to optimize financial operations, improve data accuracy, and support strategic business objectives.
- Sponsor the ERP/finance systems programme; drive process automation and digital reporting.
- Embed a service-oriented, data-driven culture within Finance.

Leadership & People

- Build and coach a high-performing team across Accounting, FP&A/Regions, and Risk & Compliance.
- Model integrity, accountability and inclusive collaboration across cultures.
- Develop business partnering mindset across the team.

Candidate profile

Essential

- Professional accounting qualification (e.g., **ACCA, ACA, CPA, CIMA**) or equivalent.
- **12–15+ years** senior finance experience, incl. **5+ years** at FD/CFO level in complex, international organisations.
- Proven leadership across **accounting, statutory compliance, FP&A, risk, compliance and audit**.
- Hands-on transformation leadership: process redesign, operating model change and **ERP implementation**.
- Track record of building high-performing teams and partnering effectively with executives and Boards.

Preferred

- **Spanish fluency (strongly preferred)**; German a plus.
- Experience integrating multi-entity, multi-jurisdiction finance operations (**Mexico** and **Germany** desirable).
- Exposure to investment management topics: **reserves, cash, FX risk/hedging** (treasury specialism not required).
- Experience in **certification bodies, sustainability** or **environmental NGOs**.
- ERP and digital finance tools expertise.

Leadership Competencies & Behaviours

- Strategic & systems thinker; balances mission impact and financial sustainability.
- Credible change leader who communicates, mobilises and sustains adoption.
- Strong business partner and influencer across cultures and functions.
- Results-oriented, resilient, with sound judgement and high standards.
- Excellent communicator; translates finance for non-financial audiences.
- Integrity, accountability and commitment to FSC values.



Additional information

Reporting Lines & Team

Reports to: Chief Operating Officer (COO)

Direct reports: Head of Accounting Services (AP/AR/GL); Head of FP&A; Head of Risk & Compliance and a good working relationship with regional colleagues.

Financial scale: ~USD 100m across three main entities (Mexico; Germany non-profit and for-profit)

Stakeholders: Executive Team; Board & Audit & Finance Committee; regional leaders; donors; banking partners

Compensation, Contract & Location

Salary: USD \$150,000 – \$180,000, commensurate with experience and internal equity

Contract: Full-time, senior leadership

Location: Bonn, Germany (FSC International Headquarters); global remit with some international travel

Safeguarding & Ethics

The Finance Director upholds the highest standards of ethics, integrity and stewardship, ensuring compliance with organisational policies, donor requirements and applicable laws and regulations.

MILLAR CAMERON

How to apply

Please send your CV and contact details to Marta, Ruqayah or Diana who will contact you to discuss your application in more detail.



Contact: Marta Koczorowska

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Contact: Ruqayah Fazle

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Who are Millar Cameron?

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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