



world relief™



**Chief Financial Officer**

HALF | TIME  
TALENT SOLUTIONS

## World Relief

*For more than 70 years World Relief has empowered the local church to serve millions of vulnerable people in some of the hardest places in the world. World Relief is a preferred choice among churches, donors and partners.*

**Today, 12 million Syrians have been displaced by the conflict within their country and World Relief is working tirelessly to provide refuge. Syrian refugees are just one of many people groups whom World Relief serves, all with the Biblical goal of empowering the local church to serve its community.**

**World Relief** is an international relief and development agency. Founded in 1944 as the humanitarian arm of the National Association of Evangelicals, World Relief offers assistance to victims of poverty, disease, hunger, war, disasters and persecution. Headquartered in Baltimore, Maryland, the organization has offices worldwide. It is supported by churches, foundations, and individual donors, as well as through United States Government grants from USAID and other agencies. Many refugees have come to the U.S. as a direct result of the Syrian Crisis and many more are expected in the coming months. **For this crisis, World Relief is on the ground in the Middle East, Europe, and the U.S.**



### Middle East

Over half the Syrian population has been uprooted by conflict and more than four million people have fled the country. World Relief is working with local churches to provide urgent supplies in Jordan, Turkey, Syria, and Iraq meeting practical needs at this critical time. World Relief and the Church in the Middle East are supplying temporary shelters, hygiene items, trauma therapy, and more.



### Europe

Hundreds of thousands of Syrians have fled violence in their home country and made the long and arduous journey to Europe. Germany alone will likely become home to over 800,000 Syrians. World Relief is actively empowering local churches in Europe as they welcome and serve these vulnerable populations, helping them find jobs, acquire a new language, and find housing.



### United States

While the U.S. has a history of generously receiving refugees, the current limitations of refugee admissions—capped this year at 70,000—are insufficient in the face of such significant need. Local churches across the United States are stepping forward to welcome refugees as they arrive, as our faith compels us to do. But we can only welcome and assist as many refugees as the U.S. government is willing to admit.

World Relief's mission is empowering the local Church – wherever local happens to be – to serve the most vulnerable. No other group of people on the planet is called or positioned like the Church to respond to crises like the one we face today. World Relief is currently one of the only organizations mobilizing and equipping Christians to serve refugees in the Middle East, Europe, and the United States.

World Relief is working with local churches to provide urgent supplies in Jordan, Turkey, Syria, and Iraq meeting practical needs at this critical time, supplying temporary shelters, hygiene items, trauma therapy for women and children, and more. Through partnerships with local organizations and churches, the World Relief office in Jordan is providing non-food items to displaced Syrian refugee families, and their host families, as well as sponsoring child friendly spaces for mothers and children. World Relief Germany is working to train and equip churches to welcome the massive influx of refugees into Europe.

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*We believe God has equipped the church – the most diverse social network on the planet – to be at the center of change, leveraging time, energy and resources to join the vulnerable in their time of need. We practice principles of transformational development to empower local churches in the United States and around the world to serve the vulnerable in their communities. With initiatives in **disaster relief, community health, economic development, refugee resettlement, and peace-building**, we work holistically with the local church to stand for the sick, the widow, the orphan, the refugee, the displaced, the devastated, the marginalized, and the disenfranchised.*

***World Relief empowers the local Church to serve the most vulnerable.***

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### World Relief's Values

- **The Example of Jesus** as we serve those who are suffering from poverty and injustice, regardless of color, belief, or gender, as part of God's plan to redeem, reconcile, and restore the world.
- **The Local Church** as a primary agent of bringing peace, justice, and love to a broken world.
- **People** as important actors in our mission, recognizing and affirming World Relief as a multicultural organization and seeking to understand and respect the multiplicity of cultures among us. As we seek change, we recognize that we, too, are changed, by those we serve.
- **Excellence** in all our program initiatives and support services, following best practices and standards in a manner that is sustainable to the community from a spiritual, social, and economic perspective.
- **Empowerment** by prioritizing the leadership and participation of those we serve, whether people, churches, or local institutions, as critical to creating and sustaining change.
- **Partnership** by seeking, facilitating, and promoting collaboration among all stakeholders, including local governments, the worldwide church, mission agencies, other NGO's, and the business community, recognizing partnership as essential to serving the most vulnerable.
- **Prayer** as the priority and foundation to accomplishing our mission.



See the entirety of World Relief's values, mission and vision statement [here](#) and statement of faith [here](#).

# Chief Financial Officer









## Overview

The Chief Financial Officer (CFO) will serve as the senior executive leader for all of World Relief's global operations. His/her innovation and creativity will optimize systems, operating procedures and the effective leveraging of resources and assets across the organization. As a key member of the Executive Management team, the CFO will report to the Chief Administrative Officer (CAO) and assume a strategic role in the overall management of the organization.

The CFO will have primary day-to-day responsibility for planning, implementing, managing and controlling all financial related activities of the organization. This will include direct responsibility for accounting, finance, forecasting, strategic planning, investor relationships and partnership compliance, and institutional financing. The successful candidate must possess the ability to take both a high level approach as well as extensive practical finance skills to serve as a trusted business partner.

## Responsibilities

The Chief Financial Officer will hold the following responsibilities:

-  Provide strategic financial leadership and serve as a hands-on financial leader with responsibility for broad oversight and protection of the assets of the organization; evaluate current practices/policies and drive continuous improvement.
-  Provide support for all strategic and day-to-day issues related to finance including accounting, budgeting, forecasting, reporting, analysis, payroll, audit, and management of funds; oversight of audit & tax matters.
-  Build infrastructure and systems, aligned with organizational goals, to support the timely and accurate re-ported of financial results.
-  Serve as financial and business advisor to CAO and the executive committee members in evaluating the financial condition of the organization and developing proactive recommendations for growth; provide solutions to business issues and offer a basis for future decision-making in the organization.
-  Lead the implementation and continued improvement of the current financial planning, systems, and management tools and the capital and operating planning, budgeting and reporting processes.
-  Maintain a proactive, clearly communicated and globally understood compliance program.
-  Liaison with external auditors to ensure annual audits and quarterly reviews of company accounts are completed timely.
-  Ensure credibility of finance team by providing timely and accurate analysis of budgets, financial trends and forecasts.

- ✿ Ensure that effective internal controls are in place and ensure compliance with GAAP and applicable federal, state and local regulatory laws and rules for financial and tax reporting.
- ✿ Drive, manage and motivate the finance organization.
- ✿ Provides learning and development opportunities for members of the finance team and performs coaching as necessary.
- ✿ Lead the finance department to become advisors and business partners to the divisional leaders.
- ✿ Lead a team of finance controllers to effectively manage the financial operations of the divisional
- ✿ Coordination and oversight of the year-end audit and financial reporting to required agencies
- ✿ Developing and monitoring appropriate internal accounting controls
- ✿ Provide advice and counsel to the President, Board of Trustees and on-site operating executives on critical decisions

## Key Candidate Characteristics

- ✿ Model servant leadership and standards of ethical excellence that inspire his/her team and colleagues.
- ✿ Subscribe to values, mission and vision of World Relief, including a deep understanding of the role of the church in serving the most vulnerable.
- ✿ Be an active member of a local church with demonstrated lay-ministry leadership experience
- ✿ Demonstrate commitment to global ministry.
- ✿ Global experience preferred with a demonstrated understanding of inter-cultural relationships.
- ✿ Well organized, diligent at follow through and detail oriented.
- ✿ Able to thrive in a complex, fast-paced environment where multitasking is constant.
- ✿ Proven ability to be both a self-starter and work in a team environment.
- ✿ Strong interpersonal and leadership skills to invite debate, draw conclusions and take action at both a departmental and a global leadership level.

## Requirements

- ✿ MBA or advanced degree in Accounting, Finance or related field; CPA designation with public accounting audit experience, preferred.
- ✿ 10-15 years of experience, with at least five years in a senior management role in a complex, multi-national organization.
- ✿ Strong knowledge of investment accounting, financial reporting, financial planning, budgeting, investments, audit, tax, strategic planning, internal controls, risk management, data analytics, and accounting systems.
- ✿ Treasury experience including cash management, liquidity planning and control, account organization, cash flow monitoring, managing bank ac-counts, electronic banking, preferred.
- ✿ Direct analytics experience with data, reporting, analysis, analytics and business intelligence applications.

- ✿ Strong interpersonal skills, ability to communicate well at all levels and across functional disciplines and with staff at remote locations.
- ✿ Experience presenting to the board of directors.
- ✿ Strong problem solving and creative skills and the ability to exercise sound judgment and make decisions based on accurate and timely analyses.
- ✿ High level of integrity and dependability with a strong sense of urgency and the ability to perform in a fast-paced environment.
- ✿ Initiative focused and results-oriented, with a track record of accomplishing objectives in a complex environment.
- ✿ Leadership skills that encourage teamwork and participative decision-making, and superior coaching and mentoring abilities
- ✿ Proven track record for leading organizational change, leadership alignment and professional development.
- ✿ Ability to quickly become conversant in the organization's programmatic work and to communicate with business units and all relevant stakeholders.
- ✿ Ability to train, develop and mentor staff.
- ✿ Demonstrated experience and success forming and maintaining public/private partnerships
- ✿ Ability to manage multiple projects simultaneously, with attention to details, timelines and deadlines
- ✿ Demonstrated familiarity and knowledge of issues and challenges in nonprofit institutions
- ✿ Global experience preferred with a demonstrated understanding of inter-cultural relationships
- ✿ Able to travel domestically and internationally (on a limited basis)
- ✿ Candidate must live in, or be willing to relocate to, the Baltimore, Maryland

**For more information, or to apply for this position, please contact**

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