Position: Country Finance Manager
Starting date: December 2023
Location: Beirut, Lebanon
Type of contract: Fixed term
Contract duration: 12 months (renewable)
Security risk level: Sensitive (2/4)

For the past 30 years, international NGO Acted has been going the last mile to save lives. Currently, Acted supports 20 million people across 43 countries to meet their needs in hard-to-reach areas - and pursues a triple mandate as a humanitarian, environmental and development aid actor. Acted relies on an in-depth knowledge of local territories and contexts to develop and implement relevant long-term actions, with a wide range of local and international partners, building together a “3ZERO” world: Zero Exclusion, Zero Carbon, Zero Poverty.

Lebanon has generously opened its borders to refugees fleeing conflict in neighbouring Syria, and now hosts over 1.1 million refugees. After four years, Lebanon’s resilience has reached a critical point; economic growth has faltered, public services are overwhelmed and unemployment is rising. In a complex context and with many communities already vulnerable prior to the crisis, Lebanon’s fragile stability requires an integrated assistance framework, which encompasses all affected communities.

In 2015, Acted Lebanon will engage with humanitarian stakeholders to ensure the cost-effectiveness of activities, notably through increased reliance on cash assistance, which has proven an effective delivery mechanism, as well improved targeting of the most vulnerable communities and households. Strengthening the capacity of Lebanese civil society and local authorities to jointly tackle key community concerns, including service provision and income generation, will also become an increasingly critical means of addressing the impact of the Syrian crisis in Lebanon. Finally, ensuring community participation in the delivery and coordination of assistance will allow for more effective interventions, as well as improved protection of refugees by addressing rising social tensions.

Working closely with local authorities and nearly 120 civil society stakeholders, Acted Lebanon continued implementing priority humanitarian interventions such as rehabilitations of water, hygiene and sanitation infrastructure in underserved urban areas, integrated river basin management as well as stimulating livelihoods growth through market-based skills trainings for 600 individuals and income generation and marketing support to over 100 local enterprises and agricultural cooperatives. Acted also continued working with 60 state and non-state actors for improved service delivery across health, environment and education via collective development planning and capacity building. In order to inform Acted’s programmes on how to maximize value extraction from local resources to boost the economy and protect the environment, Acted conducted a nationwide circular economy assessment to consider major opportunities and constraints within repair, reuse and recycle economies.

Key roles and responsibilities

The Country Finance Manager (CFM) is a key member of the Management Team at country level. He/she will be responsible for Acted financial management in-country under the authority of the Country Director and Finance & Administrative Director in HQ. The CFM ensures that national legislation is adhered to, and that Acted’s financial standards are applied in terms of accounting, financial control systems, internal / external reporting processes, in order to ensure an efficient use of resources. He/She leads, provides technical support and capacity building to the country finance and administrative staff. The CFM shall alert the Country Director and Finance Director in case some major problems arise with a potential financial impact on the mission.

1. Accounting and treasury Management

1.1 Accounting management – supervise the accounting cycle for the mission
a. Ensure timely and accurate data entries in cashbook, bankbook and SAGA following the standard descriptions defined in Acted’s Global Finance Procedure Manual;
b. Verify and coordinate the monthly compilation accounts from each area;
c. Supervise cash and bank balance checking process when closing the monthly accounts;
d. Communicate accounts on a monthly basis to HQ, respecting SAGA procedures and deadlines in line with the monthly accounting schedule as per Acted’s Finance Procedures;
a. Manage the presentation, circulation, filing of vouchers and archiving of accounting and financial documents in compliance with FLAT and Finance procedures (maintain an up-to-date filing follow-up: A8.01_Red Cell Game); Review on a random basis quality and compliance of documentation from areas when centralizing;
e. Supervise the Yearly and Midyear Accounting Closures for both General and Analytical Accountancy aspects (V1 and V2).

1.2 Treasury management – ensure a controlled and smooth cash management
a. Ensure justified bank selection process, open/close bank accounts under the authority of the CEO;
b. Oversee the management of bank accounts: control, follow and make sure flows are properly lettered (advances, transfers, etc.), check balances and justifications, authorised visas; Report to HQ through the flows reporting tool A1_PRATIC;
c. Supervise the management of safes and cash: available amount, balance checks, security instructions;
d. Assess monthly cash-flow needs for projects and areas, fill and share the form A4.01_Cash Request on the 15th of each month;
e. Manage money transfers, areas cash-supply and amounts in circulation, whilst defining payment procedures (bank transfer, cheque, cash etc.);
f. Make sure donors are invoiced on time and report it through the tool A4.04_ATROCE, comply with good practices described in the Money In Acted HOUse Plan (MIAHOU).

2. Commitment of expenditures, budget control, & Financial Management

2.1 Commitment of expenditure – guaranty budget availability and compliance to Acted and donor’s procedures before releasing payments:
a. Collect visas of authorised staff members, set-up commitment ceiling in local currencies, define methods and timescales for payment;
b. Before commitment / payment of any expenditure, check authorization levels, budget availability, budget line on which the expense is to be allocated to, ensuring full compliance with Acted and donors procedures:
   - In close coordination with the Country Logistics Manager (CLM) or equivalent, negotiate terms of contracts including payment schedule & taxes obligations; ensure that procurement procedures are adhered to; Follow-up commitments and payments through the tool A7.02_Contract Follow-Up (CFU); Ensure financial, compliance & budget control points during Purchase Committee meetings; review coherence between orders, quotations/offers, purchase orders, call for tender documentation, procurement memo, contract, invoices, receipts, works/services completion certificates; Check the receiver’s ability to endorse payment;
   - In close coordination with the Admin Team, ensure that staff contracts are in line with Acted standard salary grid, available budgets and regulations; propose salary grids revisions based on benchmarks, national legislation and budget constraint; review and validate the payroll on the 25th of each month;
   - Validate partner’s accounting and documentation accuracy and compliance before payment.
2.2 **Project budget follow-up, mission’s cost control, internal & external audits** – anticipate and mitigate financial risks ensuring operations are run in a compliant and cost-efficient manner
   a. Lead Budget Follow-Up (A7.01) and Allocation Tables (A5) consolidation process;
   b. Analyse/report gaps between planned budgets and actual expenses; comply to the flexibility rule;
   c. Anticipate financial risks, present budget updates and mitigation plans during FLAT meetings;
   d. Analyse and report monthly running costs, fleet and communication of each area (A6.01-04)
   e. Prevent and report any financial and operational loss (A6.01 ACT follow-up);
   f. Submit to HQ all the annexes of the internal financial follow-up reporting tool (TITANIC) by the 15th of each month;
   g. Follow-up Exit Forms for international staff and make sure they are sent to HQ once validated;
   h. Take the lead on external audit preparation in support to the country compliance teams if any; contribute to opening/closeout meetings, responses to audit reports, recommendations’ implementation plans.

3. **Project financial cycle management**

   3.1 **Develop project budgets and reports** – ensure the financial feasibility of projects, respecting Acted and donors’ rules and deadlines
   a. Gather information from the relevant departments to consolidate budgets for project proposals according to project/mission needs and donor constraints; Propose sufficient programme and support budgets including mission’s investment plans in close link with country coordination;
   b. Review and negotiate terms of grant contracts before signature (payment & financial reporting schedule, use of HQ cash-pooling system, etc.);
   c. Plan, consolidate, draft & crosscheck with Project Development Department (PDD) financial reports when required (ad’hoc, interim and final), respecting contractual deadlines and rules such as flexibility, eligibility and liquidation period, etc.;
   d. Follow-up payments from donors and financial project close-out (contract liquidation).

4. **Team leadership & other tasks**

   a) Update the organization chart and ToRs of the finance and administration departments (if applicable) according to the mission development;
   b) Oversee the team, plan & conduct finance staff recruitments, undertake appraisals, follow career management, identify staff with potential and contribute to Acted internal mobility policy; Ensure training and capacity building for finance team members of Acted and Partners in order to increase the level of technical ability and skills;
   c) Actively promote strong & structured articulations with all teams (Logistics & PDD in particular); Represent Acted with relevant finance & admin networks at country level;
   d) Improve information flows within the department and with other departments;
   e) Plan field monitoring missions;
   f) Perform any other related activities as assigned by immediate supervisor.

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**Required qualifications and technical competencies**

- Msc in Finance, Audit, Business Management, Economics or equivalent;
- 3+ years of solid experience in financial & budget management;
- Excellent financial and analytical skills;
- Excellent communication and drafting skills for effective reporting on programme financial performance;
- Ability to manage a financial team and demonstrate leadership;
- Ability to monitor and evaluate financial skills of teams through capacity-building efforts;
- Ability to undertake serious responsibilities and to manage stress efficiently;
- Ability to operate in a cross-cultural environment requiring flexibility;
- Prior knowledge of the region an asset.

### Conditions

- Salary between 3200 and 3400€ monthly (before income tax), depending on the level of education, security level, etc as well as a monthly living allowance of $300
- Contribution to a housing allowance of up to 75% of Acted benchmark or accommodation and food provided in Acted guesthouse
- Pension, health insurance, life insurance and repatriation assistance (& unemployment insurance for EU citizens)
- Flight tickets every 6 months & visa fees covered
- Contribution to the luggage transportation: up to 100 kgs, depending on the length of the contract
- Annual leave of 25 to 43 days per year
- One week pre-departure training in Acted HQ, including a 4-days in situ security training
- Tax advice (free 30-minute call with a tax consultant)
- Psychological assistance

### How to Apply

Please send your application (cover letter + resume) to jobs@acted.org under Ref: CFM/LEB