



Bridge  
Partners

Executive Search

**ACCION**  
**CHIEF FINANCIAL OFFICER (CFO)**

[www.accion.org](http://www.accion.org)

**The Organization:**

Accion is a global nonprofit on a mission to create a fair and inclusive economy for the nearly two billion people who are failed by the global financial system. We develop and scale responsible digital financial solutions for small business owners, smallholder farmers, and women, so they can make informed decisions and improve their lives.

Through targeted investment strategies, advisory solutions, and expert thought leadership, we work with local partners to develop and scale cheaper, more accessible, and customer-friendly financial solutions. Since 1961, Accion has helped build more than 230 financial service providers serving low-income clients in 75 countries, reaching more than 350 million people.

**Our mission is to improve the lives of underserved people  
by building innovative and responsible financial solutions.**

**The Role:**

**Location:** Washington, DC.

**Travel:** Eagerness to travel domestically for board meetings and globally to hub offices in Colombia and India (anticipated 2-3 trips per year).

**Reports to:** President & CEO

**Position Summary:**

Accion seeks an experienced, strong and effective Chief Financial Officer (CFO) who will provide strategic and daily financial leadership to a global organization that continues to drive innovation in the financial inclusion industry.

Accion has grown in complexity over the last few years and is projected to continue to do so. In addition to increasing strategic complexity, the organization has the responsibility of integrating and operating multiple entities and subsidiaries across multiple geographies, including Accion Impact Management (AIM), an SEC Registered Investment Advisor, created to manage impact investment funds with third party investors.



Bridge  
Partners

Executive Search

This increasing scope, combined with multiple investment fund considerations and the exploration of new business models, means that there will be a greater need to assess strategic considerations, determine appropriate structuring, and evaluate the accounting and tax implications. The CFO will ensure proper financial systems, processes and controls, and financial integrity through appropriate management, planning, accounting and financial reporting, audit, and control/compliance.

The Chief Financial Officer will be a member of Accion's senior leadership team and report to Accion's President and CEO; they will liaise closely with the Finance & Audit Committee.

### **Key Responsibilities:**

Working with the CEO, CIO and members of the Leadership Team, the finance department, and other staff, the CFO is responsible for the following:

#### **Financial Management, Budgeting & Planning:**

- Oversee cash, investment, and asset management.
- Determine cash flow planning and ensure availability of funds as needed.
- Oversee financing strategies and activities, as well as banking relationships.
- Develop and use predictive models, forecasting, and financial analyses to inform planning and operational decision making. This includes managing the annual budget process and linking budgets with programmatic goals.
- Provide analysis of complex situations, prepare formal presentations, and present to senior management and Board of Directors on the financial health of the organization.
- As appropriate, benchmark Accion against peers on key financial indicators.

#### **Accounting & Taxes:**

- Oversee worldwide accounting functions of Accion International including consolidation, monthly close, A/R, A/P, payroll, general ledger, financial statements, compliance with applicable regulations etc.
- Assess and coordinate domestic and international tax, 990, and audit requirements and support for Accion's nonprofit and investment operations.
- Manage accounting and finance teams (20+ staff) located in Boston, Washington DC, Bogota, Colombia, and Mumbai, India.
- Develop and maintain appropriate internal controls and financial procedures to maintain high standards of excellence of accounting execution across Accion International and its subsidiaries.
- Review capabilities of financial systems and maximize value from investments.
- Oversee the preparation and communication of monthly and annual financial statements.
- Ensure timely, accurate, and useful financial and management reporting for multiple audiences including Board of Directors, CEO/Leadership Team, donors/funding sources, investors, etc.



- Establish and maintain appropriate internal controls, financial procedures, and accurate accounting for programs, staff time, facilities, travel and procurement in order to safeguard company assets.
- In the U.S., stay abreast of developments in non-profit audit best practices, state and federal laws regarding nonprofit operations.
- For non-U.S. entities, remain up to date on best practices for audits, financial reporting, tax matters, relevant laws and practices in the countries where Accion operates.
- Work closely with the General Counsel on accounting and tax implications of new business opportunities and practices at Accion.

**Audit and Governance:**

- Oversee the audit process, ensuring compliance with relevant accounting standards and regulations.
- Collaborate with external auditors to facilitate the annual audit and promptly address audit findings.
- Develop and implement internal controls to safeguard company assets and ensure financial accuracy.
- Lead internal audit program, providing independent and objective assurance on the organization's operations, and including internal audit planning, audit execution and reporting to management and Board.
- Assess financial risks and implement strategies to mitigate potential issues.
- Prepare and deliver reports on Accion's financial condition and financial and control issues to appropriate Committees and the Board of Directors.
- Represent the organization externally to financial institutions, auditors, donors, investors, public officials and others as may be appropriate.
- Oversee reporting preparation and submission for government and regulatory purposes in the US and abroad.
- Engage the Audit and Finance committee of the Board of Directors in a mix of strategic, operational and regulatory matters.
- In collaboration with General Counsel and the COO, support the continued evolution and maintenance of Accion International and its subsidiaries and affiliates throughout the world.

Accion uses a variety of tools to support its operations: Workday Adaptive Planning, Vantage Point/Deltek, ADP comprehensive services, AvidX, MicroSoft Office Suite, and Salesforce CRM.



**The Person:**

**Qualifications and requirements:**

Highly qualified candidates will share Accion's commitment to its mission and will embody the organization's core values of excellence, respect, and passion for social change. Successful candidates will bring a range of skills and experiences including (and not limited to):

- 15+ years of broad financial experience, including 5+ years as CFO managing the finance function of an U.S. 501(c)(3) international development or donor-funded organization.
- Experience working in a complex, multi-structured, fast-paced, international organization, particularly one with global entities/subsidiaries in developing countries.
- Direct equity or fund investment accounting or administration activity a plus.
- Understanding and exposure to both non-profit & for-profit entities, and both U.S. & International companies, is preferred.
- Achievement of sufficient seniority (and have the personal presence/gravitas) to have been a data-driven decision-maker, and a key strategic business partner in influencing senior management on financial and operational issues.
- Strong analytical skills and experience interpreting a strategic vision into an operational model.
- Tech-savvy with understanding of financial systems that support and meet complex organizational and finance needs.

**Key Attributes:**

- Innovative and driven to create optimal structures to address the future opportunities and challenges that are inherent in a complex, geographically and functionally diverse organization.
- An effective communicator at all levels in the organization, with strong oral and written skills and a willingness to share information.
- Outstanding business acumen, balancing financial strategy with day-to-day fiscal excellence.
- Strong relationship skills and versatility to interact effectively with employees, senior management and oversight bodies, including the Board.
- Excellent leadership skills, confident in working collaboratively with diverse groups of people in a multi-country environment.
- Personal qualities of integrity, analytical questioning, creative problem solving, and striving for continuous improvement.
- Coach with strong management skills that brings out the strengths of others.
- Alignment with and embodiment of Accion values.

**Education:**

- Bachelor's degree in Accounting, Finance, Business Administration or related field is required; a relevant advanced degree is strongly preferred.
- CPA preferred, with strong knowledge of US GAAP.
- Knowledge of IFRS a plus.



Bridge  
Partners

Executive Search

**Languages:**

- Strong oral and written communication skills in English required.
- Spanish and other languages a plus.

\*\*

To learn more about this opportunity, please contact:

**Tory Clarke**  
Partner, Bridge Partners  
[tory.clarke@bridgepartnersllc.com](mailto:tory.clarke@bridgepartnersllc.com)

*Applications will be considered on a rolling basis,  
so we encourage your timely consideration*