HOPE INTERNATIONAL

Mission

To invest in the dreams of families in the world's underserved communities as we proclaim and live the Gospel.

Method

We share the hope of Christ as we provide biblically based training, saving services, and loans that restore dignity and break the cycle of poverty.

Motivation

The love of Jesus Christ motivates us to identify with those living in poverty and be His hands and feet as we strive to glorify God.

International Accountant (SG)

JOB DESCRIPTION

The international accountant provides accounting, financial analysis, and finance business partnership support to HOPE International's network of savings group programs (SGs).

LOCATION:	Lancaster, PA, USA; Kigali, Rwanda; Bujumbura, Burundi; Lilongwe, Malawi; Lusaka, Zambia; Harare, Zimbabwe; Tanzania, Arusha
DEPARTMENT:	Finance & Accounting
REPORTS TO:	Manager of International Accounting for Savings Group
BAND:	Professional
STATUS:	Full-time, exempt, domestic or international employee

FULL SUMMARY

The international accountant serves as a finance business partner to assigned savings group programs and initiatives across HOPE International's network. The role provides accounting, financial analysis, internal control and compliance support, and capacity building to help local teams produce accurate financial information, manage financial risk, and strengthen stewardship. The international accountant performs key elements of month-end review, consolidation, audit support, budgeting, and forecasting. The role also contributes to trainings, process improvements, systems initiatives, and special projects.

RESPONSIBILITIES

Promote and contribute to the fulfillment of HOPE International's mission and vision.

Finance business partnership & financial oversight

Serve as the primary finance business partner for assigned savings group (SG) programs, building trusted working relationships with local finance staff, country leadership, SG operations, internal audit, and other HOPE staff.

Review monthly financial submissions, including reconciliations, balance sheet accounts, expense activity, budget variances, payroll or other higher-risk areas, and supporting documentation; identify exceptions, investigate discrepancies, and coordinate timely resolution, escalating significant or unusual matters as appropriate.

Prepare financial analysis that helps SG program and HOPE staff stakeholders understand financial performance, liquidity, budget variances, emerging issues, and decisions requiring follow-up.

Support cash and liquidity planning, field transfers, and the accurate recording of transactions involving HOPE, local programs, church partners, and other stakeholders in accordance with applicable requirements.

Support local management in understanding program financial data, controls, responsibilities, and audit responses while reinforcing local ownership of program information and decisions.

Accounting, consolidation, & reporting

Perform assigned procedures supporting the completeness and accuracy of assigned SG programs' financial information used in HOPE's consolidated financial statements, including account mapping, foreign currency translation, eliminations, rollforwards, and HOPE-level adjustments.

Research accounting questions and apply applicable HOPE policies and accounting guidance; document conclusions and consult with senior team members on complex, unusual, or judgmental matters.

Coordinate with local teams and HOPE accounting colleagues to investigate and resolve transaction discrepancies, intercompany balances, reporting inconsistencies, and other financial close or consolidation issues.

Prepare and support financial analyses, workpapers, schedules, and explanations needed for management reporting and HOPE's external audit.

Internal controls, compliance, & audit

Review financial processes and controls at assigned SG programs, identify potential gaps or areas of concern, and work with local teams and senior finance colleagues to support appropriate corrective actions.

Apply and promote compliance with HOPE accounting policies, church partner financial guidelines, local finance manuals, anti-corruption requirements, and applicable statutory or regulatory requirements; seek guidance when requirements are unclear or circumstances are unusual.

Partner with local finance staff, SG management, risk and compliance, and internal audit to support risk assessments, audits, compliance reviews, management responses, and follow-up on corrective actions.

Provide accounting and financial support for local external audits, including review of audit firm selection and engagement terms, financial statements, proposed adjustments, and management responses, consulting with senior team members on significant matters.

Maintain clear documentation for significant transactions, policy exceptions, banking and liquidity matters, and other areas requiring evidence of ownership, authorization, or appropriate accounting treatment.

Assist in evaluating the impact of organizational, operational, and personnel changes on financial risk and control effectiveness

Budgeting, forecasting, & decision support

Support assigned programs through annual budgeting and periodic reforecasting, including training, review of assumptions, cash planning, and ensuring strategic initiatives align with the budget.

Review actual-to-budget results and forecasts, investigate material or unexpected activity, and help stakeholders understand variances and the follow-up required.

Support analysis of the financial implications of new programs, partnerships, grants, staffing changes, systems, and operational initiatives.

Training, process improvement, & team leadership

Deliver or support practical accounting, policy, systems, budgeting, and internal control training for local finance staff, church partner teams, SG leaders, and CSU HOPE colleagues.

Share technical knowledge, tools, and effective practices with colleagues and local SG staff and provide peer support or coverage as needed.

Participate in cross-network initiatives that strengthen consistency, documentation, efficiency, or compliance, including implementation of finance systems and audit or partner-monitoring tools.

Identify opportunities to improve templates, checklists, workflows, and technology and contribute to implementation of approved improvements.

Participate in cross-functional projects and undertake other responsibilities assigned by the manager.

QUALIFICATIONS

Personal confession of Christian faith and commitment to the mission and vision of HOPE International.

Bachelor's degree in accounting, finance, or a related field, or equivalent professional preparation.

At least three years of progressively responsible accounting or finance experience, including experience exercising independent judgment over reconciliations, close, reporting, audit, or and internal controls.

Knowledge of U.S. GAAP and familiarity with IFRS, with the ability to research and apply guidance to practical circumstances.

Strong analytical, problem-solving, and organizational skills, with consistent attention to detail and follow-through.

Demonstrated ability to build trust, influence without direct authority, and communicate effectively across cultures, functions, and levels of an organization.

Willingness to share knowledge, tools, and effective practices with colleagues and local finance teams.

Proficiency in Excel and effective use of accounting and collaboration systems.

Ability to work independently across time zones, manage competing priorities, and travel internationally.

Preferred:

- CPA, ACCA, or comparable professional accounting credential; an advanced degree in accounting, finance, or business may also be valuable.
- Experience in nonprofit, international, public accounting, grants, or multi-entity consolidation environments.
- Experience with NetSuite, Adaptive Planning, Optro, or similar financial and compliance systems.
- Professional proficiency in French or another language used across the HOPE network.

HOW TO APPLY

Apply online at hopeinternational.org/take-action/careers. Due to the anticipated volume of candidates, we are unfortunately unable to respond to phone calls or individual inquiries.