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, 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.

Senior international accountant

JOB DESCRIPTION
The senior international accountant is responsible for the supervision and provision of accounting assistance to HOPE International’s (HOPE) network of microfinance institutions (MFIs) and savings group programs (SGs) within the areas of accounting and financial analysis.

LOCATION: Lancaster, PA
LEVEL: Professional
DEPARTMENT: Finance
REPORTS TO: Assistant director of international accounting
CATEGORY: Exempt, FT, domestic
FULL JOB SUMMARY

The senior international accountant (SIA) is responsible for serving as a finance business partner to a subset of HOPE’s international programs. The SIA will work with local accounting staff to ensure strong accounting and finance practices and compliance with HOPE’s accounting policies and procedures, particularly as it relates to the consolidation of local financial statements into HOPE International. The senior international accountant will work closely with internal audit, finance, and operations staff of HOPE in Lancaster and the local finance staff in the countries we serve.

RESPONSIBILITIES

Promote and fulfill the mission and vision of HOPE International.

Compliance and Policies

Help ensure compliance with the accounting practices and procedures of HOPE. Understand local policies and report differences between their policies and HOPE’s overall policies. The senior international accountant will also maintain HOPE’s accounting policies related to its international entities and will improve them as necessary in coordination with HOPE’s assistant director of international accounting, ensuring that HOPE stays up to date with relevant US GAAP or IFRS standards.

- Work closely with internal audit and compliance/quality assurance to monitor that appropriate controls are in place and followed.
- Assist local accounting staff in ensuring compliance with local central bank standards and appropriate local accounting practices.
- Partner with local SG church partners as relevant in identifying gaps in the control structure, conducting relevant trainings, and implementing changes to mitigate financial risks and ensure accuracy of reporting.
- Assist the assistant director of international accounting with the review, approval, and monitoring of policies impacting financial information at the local level.

Technical Accounting and Analysis

Act as a liaison between HOPE and the local programs’ finance departments.

- Identify and help resolve accounting and transaction discrepancies; work with the local finance teams to provide detailed explanations to the assistant director of international accounting for variances between actual and planned month to month activities.
- Help to ensure that an appropriate, regular monthly close process is in place in each program and the process is being followed.
Help to improve and support the local accounting staff’s abilities through training and direct assistance.

Provide financial and accounting support to programs during their annual audit processes and other formal ratings/reviews.

Assist international programs during their semi-annual budget and budget reforecast processes.

Support international programs in liquidity management, including consulting on strategy for successfully receiving and properly recording fund transfers (from HOPE and other stakeholders) at the programs in accordance with local regulations.

Liaise with other HOPE staff to review reporting from programs and use it to construct management reporting.

Influence the alignment of priorities by providing timely and actionable information to stakeholders.

Identify, communicate, and mitigate risks including those caused by changes in personnel, location, structure, product, systems, etc.

**Consolidation and Forecasting**

Be responsible for the preparation and accuracy of the international program portion of the consolidated financial statements, working closely together with HOPE’s assistant director of international accounting. Identify and respond to differences in recording country specific GAAP and US GAAP.

Proactively identify and recommend technological enhancements that will improve the efficiency and efficacy of finance and accounting related activities.

Undertake special projects as designated by the assistant director of international accounting and chief operating officer.

**QUALIFICATIONS**

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

**Professional Qualifications**

- Must have CPA and be proficient in US GAAP and knowledgeable in IFRS
- Two plus years of audit experience, with supervisory experience preferred
- Experience planning and implementing audit procedures
- Experience providing training to peers
- Strong analytical and problem-solving skills
- Confident self-starter with the ability to work independently
Strong working knowledge of Excel and Word

Experience in financial services is a plus

Travel Qualifications
Willing to travel internationally up to approximately 30 nights per year

Willing to travel to countries such as Ukraine, East Asia, Rwanda, Republic of Congo, Burundi, Haiti, Malawi, Zambia, Zimbabwe, and others

Strong cross-cultural communication skills

Knowledge of French, Russian, or other relevant languages is a plus

HOW TO APPLY
Apply online at http://www.hopeinternational.org/get-involved/careers/. Due to the anticipated volume of candidates, we are unfortunately unable to respond to phone calls or individual inquiries.