



OUR MISSION...

To invest in the dreams of the poor in the world's underserved communities so that they might be released from physical and spiritual poverty.

OUR METHOD...

We offer excellent microenterprise development and financial services that effectively and intentionally proclaim Jesus Christ in word and action.

OUR MOTIVATION...

The love of Jesus Christ motivates us to identify with the poor and care for their physical and spiritual condition.

Senior Accountant

Job Description

CATEGORY: Exempt, Full-time, Domestic

REPORTS TO: Manager of External Reporting

LOCATION: Lancaster, PA, USA, with the possibility of transitioning abroad

JOB SUMMARY

The Senior Accountant is responsible for the supervision and provision of accounting assistance to HOPE International's network of microfinance institutions (MFIs) within the areas of accounting and financial analysis. This position is primarily responsible for working with local accounting staff at the MFIs to ensure strong accounting and finance practices and compliance with HOPE's accounting policies and procedures, particularly as it relates to the consolidation of certain MFIs' financial statements into HOPE International. The Senior Accountant will work closely with internal audit, finance and program staff of HOPE International here in Lancaster and the local finance staff in the MFIs in the countries we serve.

PRIMARY RESPONSIBILITY

To promote and fulfill the mission and vision of HOPE International and to contribute to the development of a network of world class, Christ-centered microfinance institution that are operationally self-sufficient and provide exemplary services to clients while adhering to best practices within the microfinance industry.

SPECIFIC RESPONSIBILITIES*I. Compliance and Policies*

- A. To help ensure compliance with the accounting practices and procedures of HOPE International. Understand local MFI policies and report mismatches between their policies and HOPE's overall policies. The Senior Accountant will also maintain HOPE's accounting policies related to its MFIs and will improve them as necessary in

coordination with HOPE's Manager of External Reporting, ensuring that HOPE stays up to date with relevant US GAAP or IFRS standards.

- B. Work closely with Internal Audit to monitor that appropriate controls are in place and followed.
- C. Assist local MFI accounting staff in ensuring compliance with local central bank standards and appropriate local accounting practices.

II. Technical Accounting and Analysis

- A. Act as a liaison between HOPE International's Finance Department and MFIs.
- B. Identify and help resolve accounting and transaction discrepancies; work with the MFI's finance teams to provide detailed explanations for variances between actual and planned and month to month activities to the CFO.
- C. Help to ensure that an appropriate regular monthly close process is in place at each of the consolidated MFIs and that this process is being followed.
- D. Help to improve and support the MFI accounting staff's abilities through training and direct assistance.
- E. Provide financial and accounting support to international partner MFIs during their annual audit processes and other formal ratings/reviews, as needed.
- F. Liaise with other HOPE staff who will take reporting from the MFIs and use it to construct management reporting.

III. Consolidation and Forecasting

- A. Be responsible for the preparation and accuracy of the MFI portion of the consolidated financial statements, working closely together with HOPE's Manager of External Reporting. Identify and respond to differences in recording country specific GAAP and US GAAP.
- B. Proactively identify and recommend technological improvements that will improve the efficiency and efficacy of finance and accounting related activities.
- C. Undertake special projects as designated by the Manager of External Reporting or CFO.

QUALIFICATIONS:

- I. Personal confession of faith in Jesus Christ and commitment to the mission and vision of HOPE International;
- II. Must have CPA and be familiar with US GAAP and IFRS;
- III. Willing to travel and eventually move overseas;
- IV. 2 plus years of accounting experience;
- V. Supervisory experience;
- VI. Strong analytical and problem-solving skills;
- VII. Confident self-starter with the ability to work independently with little oversight;
- VIII. Strong working knowledge of Excel and Word;
- IX. International experience and strong cross-cultural communication skills;
- X. Knowledge of French, Russian or Dari a plus.

PHYSICAL DEMANDS:

This position is in a traditional office setting. Incumbent may be required to lift up to 10 pounds. This position also requires the incumbent to sit at a desk and work with a computer and monitor.

TO APPLY:

Please send resume & cover letter in English to Rachel Spier Weaver, Recruitment and Employee Development Specialist, at jobs@hopeinternational.org. Only resumes & cover letters submitted to this address can be considered. Due to the anticipated volume of candidates, we are unfortunately unable to respond to phone calls or individual inquiries.