

## Job Description

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|-----------------------|-------------------------------------------------------------------------------------------------------|
| <b>Job Title:</b>     | Financial Controller                                                                                  |
| <b>Job Location:</b>  | UK                                                                                                    |
| <b>Contract type:</b> | Permanent, Full time                                                                                  |
| <b>Reports to:</b>    | Chief Operating Officer                                                                               |
| <b>Post Holder:</b>   | To be recruited                                                                                       |
| <b>Line reports:</b>  | 4 (Head of Business Finance, Head of Finance Systems, Head of Treasury, Subsidiaries Finance Manager) |
| <b>Department:</b>    | Operations, Planning & Finance (OP&F)                                                                 |

### Job Purpose:

The Financial Controller is responsible for leading the organisation's global financial management, ensuring strong financial governance, robust controls, and compliance with donor, statutory, and internal requirements. As such, they have ownership for the delivery of effective and efficient financial management processes and systems which service the needs of the organisation whilst ensuring compliance with internal policy and the external regulatory environment.

The Financial Controller is responsible for managing and developing the business facing Global Finance Team to ensure it provides excellent service and information to internal stakeholders and supports the organisation in meeting commitments to donors, partners and beneficiaries in accordance with Sightsavers' strategy.

The Financial Controller also plays a key part in proactively driving financial transformation and continuous improvement, strengthening systems, processes, and capabilities to support a modern, efficient, and scalable finance function across global operations.

### Principal Accountabilities:

- 1. Team leadership:** provide effective leadership to the Global Finance Team, fostering high performance, capability development, and a collaborative, accountable culture across geographically dispersed operations. The Global Finance Team is composed of the following sub teams:
  - Business Finance made up of Group Accounting, Group Finance Operations and Payroll
  - Subsidiaries Finance
  - Treasury
  - Finance Systems & Projects
- 2. Organisation support:** build relationships with key stakeholders internally and externally and ensure organisational requirements are met through the development of a trusted business facing finance function which provides robust frameworks and tools, advice, solutions and information to effective financial management and sound support decision

making. This includes ensuring the programme offices receive central support in all areas of Financial Management.

- 3. Finance management:** provide oversight to the Global Finance Team, ensuring the delivery of efficient treasury, accounts payable, payroll, tax, accounting and reconciliation processes in accordance with the Sightsavers' Global Financial Framework and wider governance, legal and regulatory requirements. This includes contributing to relevant Standing Committees (e.g., Investment Committee, Audit Committee) by providing financial analysis, risk assessment, and strategic insight.
- 4. Statutory Accounting:** oversee the preparation of annual statutory accounts and, working with the auditors, manage the external audit process to deadlines, in accordance with the charities SORP.
- 5. Group Accounting:** oversee the accounting function for the international fundraising offices and provide support around the entry to new markets.
- 6. Finance Systems:** provide day-to-day leadership to the Finance Systems team to ensure uninterrupted availability of key finance systems their proactive development to ensure they remain fit for purpose.
- 7. Transformation and continuous improvement:** drive the ongoing transformation of the finance function through process optimisation and better ways of working, system enhancement and optimisation of available functionality, data-led innovation and modernisation of Sightsavers' Global Financial Framework, enabling an adaptable, scalable, efficient, and insight-driven operating model.
- 8. Knowledge Sharing:** develop and maintain an external network with other charities and consultants to ensure Sightsavers benefits from wider experiences and develops new and more effective ways of working.
- 9. Team Management:** manage global finance team staff day to day to ensure agreed upon objectives and development needs are met. Provide constructive feedback and mentoring to build an outward looking team focussed on delivering improvements to process and service in support of the Sightsavers Strategic Plan.

*The principal accountabilities are not meant to be an exhaustive list of tasks. The need for flexibility is required, and the job holder is expected to carry out any other related duties that are within the employee's skills and abilities whenever reasonably instructed.*

### **Jobholder entry requirements - the essential knowledge, skills and behaviours required**

#### **Knowledge (education and related experience):**

- Experience of implementing and monitoring a robust internal, financial control environment
- Experience of developing strategies, policies and processes to meet business needs
- Experience of leading and overseeing finance transformation projects including change management, developing and implementing improvements to financial management systems or processes
- Experience of preparing statutory accounts and managing external audit processes
- Experience of managing a high performing, customer facing team
- Knowledge of charity related VAT and Tax matters essential
- Experience of working in a complex international environment

### **Skills (special training or competence):**

- Educated to at least degree level / with equivalent professional experience
- Recognised professional accounting qualification essential (ICEAW or equivalent)
- Extensive relevant experience in a financial management role
- Ability to influence, negotiate with, and challenge, peers and senior management
- High level of IT skills especially in accounting and reporting systems.
- Excellent communicator with ability to convey technical and complex information to a non-finance audience.
- Ability to work effectively cross-organisationally with a variety of stakeholders
- Strong communication and influencing skills especially with staff based overseas and non-finance staff at all levels.
- A collaborative operator with an appreciation of meeting project commitments with the organisation.
- Willingness to build market relevant knowledge through network of external peers and consultants.
- Control mind set to ensure finance systems and processes are robust.
- Ability to challenge the status quo and nurture change and improvement.
- Capable team manager with a strong focus on people development and willingness to delegate.
- An understanding of and commitment to equality of opportunity for disabled people.

### **Core behaviours:**

- Leadership
- Communicating & Influencing
- Planning & Organising
- Decision Making
- Change & Improvement
- Resilience
- Creativity & Initiative
- Team Working

**Key relationships:***Internal*

- Sightsavers' Management team
- Chief Operating Officer
- General Counsel
- Planning, Performance & Reporting Director
- Investment Committee members
- Audit Committee members
- Wider OP&F management
- Regional Directors and International Fundraising Managers
- Corporate Services Manager
- ICT Manager
- Global Finance Managers
- Internal Auditor
- All other directorates
- Enterprise-level Systems Steering Group

*External*

- External Auditors
- Banks and currency brokers
- Software vendors
- Peer INGO finance leadership
- Charity Finance Forums and Interest groups

*(Version: as of July 2026)*