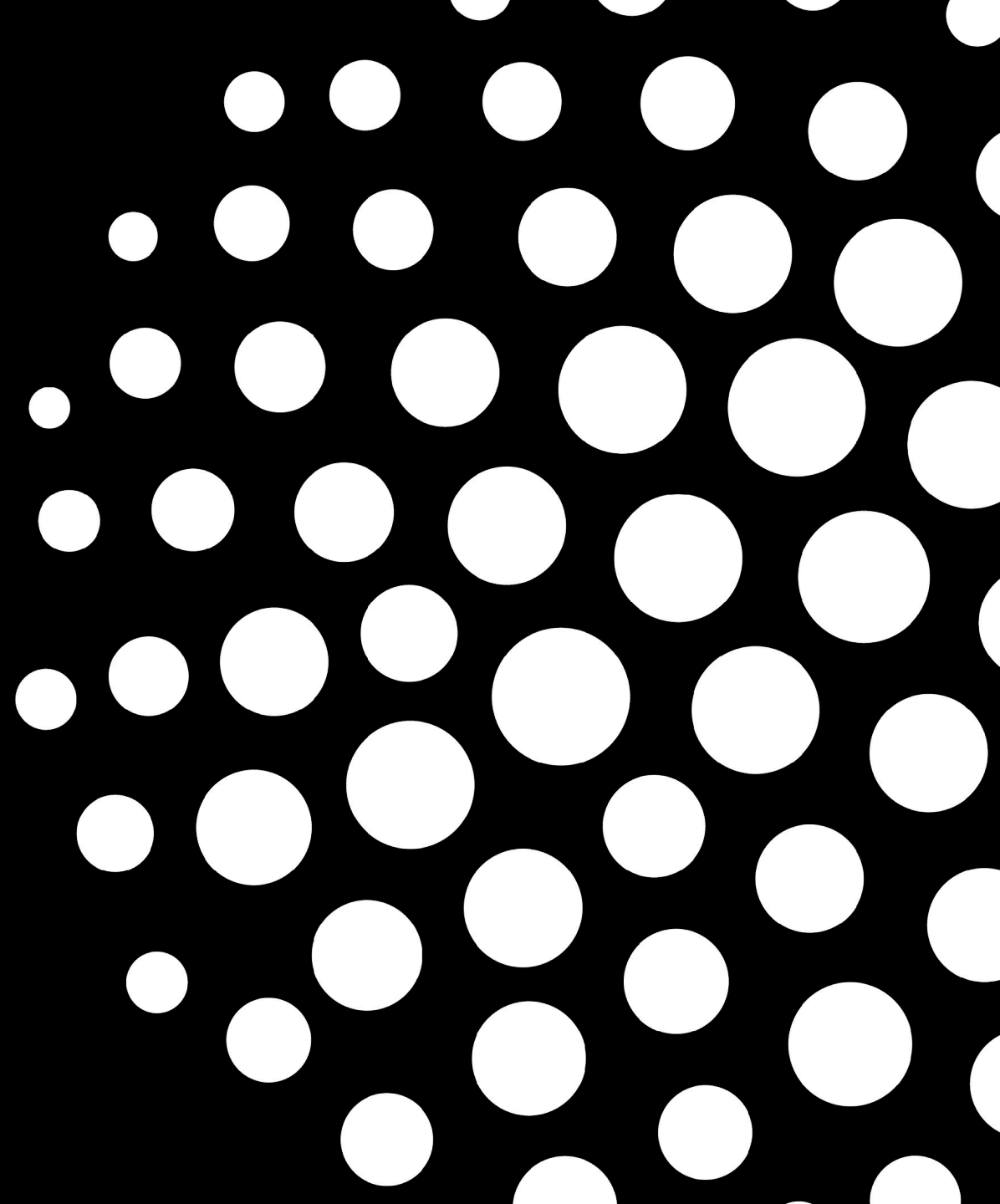


# Financial Controller Finance Team

August 2024



# Welcome to Global Canopy

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**We are so pleased you found us.** Global Canopy is an ambitious, creative and dynamic not-for-profit targeting the market forces destroying nature.

Our special focus is on ending global deforestation, most of which is driven by agricultural expansion for commodities like beef, soy and palm oil that end up in products we all use every day.

In fact, our research shows that \$6 *trillion* in private finance each year is driving this destruction – including 20% of the money that we all put into our pensions.

This is a major driver of climate change, of biodiversity loss and of human rights abuses. To tackle this we deliver radical transparency through our award-winning data platforms, detailing how consumer markets are linked to nature loss.

We enable major companies, investors and governments to take positive action, and we help campaigning organisations and investigative journalists shine a light on those not doing

enough. And we help policymakers to design laws that make it mandatory for the private sector to change.

We are now growing rapidly as an organisation – expanding our work and teams in key geographies like Brazil and South East Asia. And we are deepening our relationships with major investor networks as we redouble work to remove deforestation and nature-related impacts from lending and investment portfolios worldwide.

As part of our team, you will be at the heart of global efforts to tackle the intertwined climate and nature crises. And you will find yourself surrounded by engaged, positive and committed colleagues determined to make a difference.

Please join us, this is urgent.

**Niki Mardas**, Executive Director



# About Global Canopy

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Global Canopy is a data-driven not for profit delivering real transparency and accountability for market impacts on nature and people. Our special focus is on ending deforestation – an essential step in achieving urgent global goals on climate, nature and human rights.

We deliver our work via three main strategies:

1. on **open data** (including via major global data platforms like [Trase](#), [Forest 500](#), [Forest IQ](#), and [ENCORE](#));
2. on creating stronger **voluntary and compliance frameworks** to address nature loss (we are a founding partner of the [TNFD](#));
3. and on accelerating **accountability and action by the finance sector** towards deforestation-free portfolios.

Our platforms, data and insights are relied upon by Fortune 500 companies, major financial institutions, national and regional governments, and some of the most effective campaigning organisations worldwide.

We work globally, with a focus on both forested regions (particularly across Latin America and South East Asia), and major consumer and financial markets (with a focus on Europe, the US, Singapore and China).

We have a distributed team of around 60 people worldwide, with a main office in Oxford (UK). We work via close and deep partnerships, including with institutions like the Stockholm Environment Institute, the UN Climate Change High-Level Champions, UNEP Finance Initiative, the World Conservation Monitoring Centre, the Zoological Society of London, and many many others.



**\$6.1tn**

of finance flowed to  
companies in forest  
risk supply chains  
in 2023

# The role: overview

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Global Canopy is seeking an experienced, personable, and highly effective Financial Controller at a time of rapid growth and ongoing opportunity for the organisation as we implement our 2023-2030 strategy.

This role will combine both strategic financial management and financial operations, and sit at the heart of the finance team and the organisation as a whole.

You will be responsible for overseeing our accounts payable function, managing financial planning and reporting, ensuring compliance with relevant regulations, improving and embedding strong financial policies and systems, and providing financial guidance to support the delivery of our organisation's overall mission.

You will lead the preparation of the annual organisational budget and will have responsibility for reporting on key financial KPIs for the organisation as well as preparation of the annual financial report for adoption by the LT and Board.

You will report to the Director of Finance & Operations, and will also work closely with the board's Finance, Audit and Risk Committee and the Leadership Team (LT) to support effective financial planning, execution and oversight for the organisation.

You will also work closely with Programme Leads and Finance Business Partners across the organisation, and one of your key goals will be to standardise and help embed effective financial practices, processes and tools to support delivery and monitoring of our programmatic work.

We are looking for a seasoned leader with a track record of success in a similar role. You will have experience in finance change management, noting that we are a fast-moving and flexible organisation and that our financial systems and processes need to be better embedded into the working culture of the organisation.

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# The role: overview (continued)

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You will be a skilled convener of people, able to listen deeply and foster effective alignment and collaboration while being a detail-oriented problem-solver who can make decisions and get things done.

You will contribute to a culture of kindness, collaboration, rigour, and accountability in equal measure. You will come to work with a sense of urgent mission, balanced by emotional intelligence. You will share our conviction that it is not just what we do that matters in our working life, but how we do it too.

If this role resonates with you and you are excited about the opportunity to make a significant impact at Global Canopy, we would love to hear from you.



# The role: responsibilities

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## Strategic Financial Management (50%)

- Work with Director of Finance & Operations to develop, implement, manage and review corporate financial policies, procedures and strategies.
- Implement systems for financial business planning, multi-year budgeting, set target ratios, monitoring & control of the organisation's financial resources, taking into account its short-, medium- and long-term needs.
- Account for Global Canopy's income and expenditure, its assets & liabilities and ensure appropriate financial reports and statements are provided to the Director of Finance & Operations and to the LT.
- Design, implement and maintain financial controls to ensure assets are safeguarded and income, expenditure, assets and liabilities are correctly recorded.
- Provide the LT with financial analysis, information, options and explanations to guide strategic and operational decision-making.
- Innovate to improve financial management, budgeting and reporting, such as the introduction of digital processes and systems, electronic budgeting.
- Work closely with Programme Leads, Finance Business Partners and the Director of Programmes in developing financial strategy and plans for teams.

## Financial operations (30%)

- Oversee financial operations, including accounting, treasury and tax compliance.
- Ensure accurate and timely statutory financial reporting and analysis.
- Lead the annual organisation statutory audit.
- Oversee preparation of monthly payroll and related returns.
- Prepare VAT returns.
- Manage Gift Aid.
- Lead on bank operations approvals and investments.
- Overall responsibility for implementing proper internal controls, safeguarding Global Canopy's assets.

## Other (20%)

- Line Management of the Finance and Operations Officer.
- Support the risk management framework.
- Custodian of the Finance operating system.

# About you

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**To be successful in this role**, these are the things that will matter the most:

- You are a chartered accountant with experience of a rapidly growing and diverse organisation preferably in the charity sector.
- You think strategically, anticipate consequences and trends, and incorporate them in ways of working.
- You have deep experience of financial systems management, including in a multi-country and social enterprise setting.
- You have experience of strategic financial management gained in an international charity or a business.

## **Essential behavioural competencies:**

- Action-oriented, flexible, and innovative approach to Programme support.
- A persuasive and passionate written and verbal communicator with excellent team coordination skills.
- Passion, humility, integrity, positive attitude, mission-driven, and self-directed with a coaching and mentoring-based approach to management.

## **Skills and experience:**

- Proven ability to lead complex organisational transformational change programmes that deliver tangible benefits, championing both the overall vision of Global Canopy with sequenced delivery of change.
- Proven ability to lead and motivate diverse teams, building the group's capability and creating a collaborative and inclusive environment and culture.
- Proven ability to balance long-term strategy with the short-term and sometimes unpredictable requirements of operational delivery in complex, diverse environments, working with clarity, empathy, and concern for staff wellbeing.
- Proven ability to present complex information to different teams to foster timely and high quality decision-making; and to strengthen systems and practices across the organisation that generate such information.
- Familiar with IT hardware and software maintenance, and the risks relating to cyber security and data breaches.
- Commitment to and understanding of safeguarding, health and safety, and wellbeing.





# Our values

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As an organisation committed to achieving system-wide change, we operate in a challenging environment. Our organisational values help guide our ways of working and keep us accountable to these standards:

**Entrepreneurial** – We develop bold new ideas to catalyse system wide change.

**Impactful** – We learn from what works, hold ourselves and others accountable and work in collaboration with others.

**Inclusive** – We celebrate diversity, value teamwork and support individuals to fulfil their potential.

**Clear** – We listen actively, think critically and communicate with clarity.



# Salary & benefits

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## **Salary**

£55,000 - £65,000 full time equivalent

This role sits within Band C on Global Canopy's remuneration framework.

## **Nature of contract**

Full time, permanent. We are a flexible employer and welcome candidates wishing to work flexibly.

## **Base**

Our office is in Oxford, with flexible home-working arrangements in place.

## **Holidays**

36 days (including bank/public holidays) for discretionary use across the annual leave year. Option to purchase up to an additional 5 days or equivalent of one week's leave.

## **Pension**

Employer pension contribution of 7%.

## **Healthcare cashback plan**

Covering dental fees, eye-care, wellbeing, physiotherapy, chiropody and much more – for you and any children.

## **Employee Assistance Programme**

Which provides free, confidential advice on personal and legal matters.

## **Other**

Huge range of discounts and cashback deals at gyms, restaurants, holidays, and much more.

# How to apply

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To apply for the position, please use this [link](#) and submit an up-to date CV and covering letter.

The covering letter should explain your motivation for the role, and how your skills and experience fit the person specification. (Please no more than 1 side of A4).

All candidates are asked to complete an anonymous diversity monitoring form when they apply.

The closing date for applications is **16 September 2024 at 9am BST**. Early application encouraged. We may close applications early if suitable candidates are identified.

Screening calls are provisionally planned for w/c 23rd September, and will be conducted remotely via a video call.

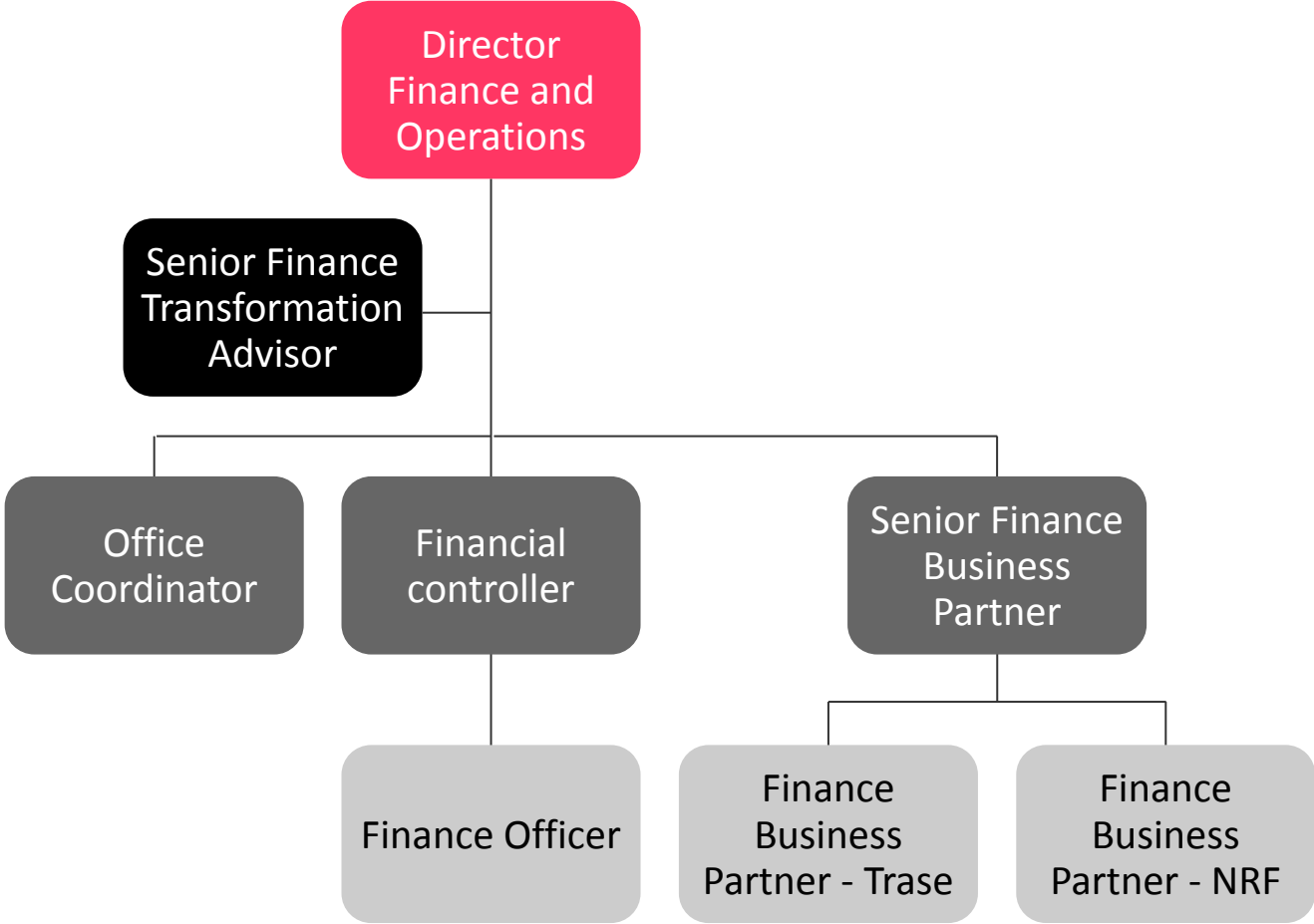
At Global Canopy, we value diversity and inclusion. You can read our diversity statement on our [website](#). We encourage applications from all backgrounds and are committed to having a team with a diverse set of skills, experiences and abilities.

Global Canopy works on issues of global deforestation. We are particularly interested in strengthening our team to include those with a background from forest regions such as Latin America and South East Asia. We would welcome applications from people from these regions.

If you have any questions about the position, then please contact: [hr@globalcanopy.org](mailto:hr@globalcanopy.org).

Applicant data will be managed in accordance with the candidate privacy policy available on our [website](#).

# Finance and Operations Organogram



# Thank you

**HR Team**

[hr@globalcanopy.org](mailto:hr@globalcanopy.org)

Find out more at [globalcanopy.org](http://globalcanopy.org)