

IDinsight Careers

Chief Financial Officer

Work arrangement: Ideally based in one of our offices in Delhi, India; Lusaka, Zambia; Nairobi, Kenya, or San Francisco, USA; remote location or part-time for the right candidate; some international travel expected.

We are seeking an exceptional, experienced senior leader to head IDinsight's global finance function and advise on top priority strategic and operational decision making.

About IDinsight

IDinsight is an international development consulting organization that helps policymakers and managers make socially impactful decisions using rigorous evidence. We carefully tailor a wide range of analytical and quantitative tools to enable our clients to design better policies, rigorously test those ideas, and take informed action at scale to improve lives. Our services include experimental evaluation methodologies – including, but not limited to, randomized controlled trials – tailored to the priorities of international development decision-makers; monitoring and performance management systems to facilitate continuous data-driven improvement; policy design consulting and scale-up support. Our advisory teams are closely integrated into client organizations, and we strive to provide comprehensive support for clients who want to maximize their social impact through evidence-based policymaking. **IDinsight's vision is to improve millions of lives by transforming how the social sector innovates, learns and improves.**

Founded by graduates of Harvard Business School and Harvard Kennedy School, IDinsight works across Asia and Africa and is rapidly expanding. Our clients include state governments in India, national Ministries across Africa, the World Bank, the Bill and Melinda Gates Foundation, international NGOs and innovative social businesses. We work across a range of sectors, including governance, health, education, energy, agriculture, and sanitation.

Example IDinsight Engagements

IDinsight provides a range of data-driven policy advisory services. Example engagements include:

- **Evaluating innovations to improve water, sanitation and hygiene: Partnering with a large multilateral institution** to increase their impact on water and sanitation outcomes. IDinsight runs experimental impact evaluations in Sub-Saharan Africa and South-East Asia to directly inform programmatic strategies.
- **Embedded team advising the government on expanding access to energy in India's poorest state:** The energy department of one of India's largest, poorest, and most energy-deprived states seeks to improve electricity distribution. To support their reform efforts, IDinsight created and staffed an in-house learning cell that works closely with the Managing Director of the Energy Ministry to refine monitoring systems, design and evaluate innovations, and provide ongoing analytical support to answer critical policy questions, such as how to increase unsustainably low revenue collection.
- **Catalyzing uptake of improved root crop varieties:** One of the world's largest foundations is funding a large government program to increase uptake of improved sweet potato varieties across Tanzania and Uganda, through market-based interventions, education campaigns, and community outreach. IDinsight will use process monitoring to refine the interventions and then conduct a randomized controlled trial on the revised program. This work will inform whether, how and where this model is scaled up.

CFO Job Description

IDinsight is a five-year-old international development organization structured like a consulting firm with a fast growth trajectory. Operating out of four offices on three continents, IDinsight has a staff of 70+ employees globally, with plans to more than double in the next two years and add four new offices. Our 2016 revenue was \$3M; we are expecting to exceed \$5M in 2018 and \$10M in 2019. We are seeking a finance professional with experience in the CFO role of a medium or large multi-national service organization, who can strengthen IDinsight's financial strategy, lead the function, advise the executive team and mentor existing finance leadership and staff. Understanding and experience in the not-for-profit or development sector is a plus.

The ideal candidate is driven to tackle the challenge of leading the development of a world-class finance organization in a global and dynamic setting. This role will require creativity, adaptability and a keen grasp of how finance influences strategy, how to mitigate risks, and lay a solid foundation for growth.

Financial Reporting, Budgeting, and Management Information Systems

- Strengthen and further develop IDinsight's financial reporting structures to a global standard and prepares us for growth
- Define schedule of financial and operational reporting on projects, departments, and at the global level
- Run management information systems that consolidate financial data globally
- Create robust and flexible budgeting systems that support offices and projects
- Lead creation of reporting to Board of Directors

Financial and Accounting System Strengthening

- Improve existing financial and accounting systems and develop new systems to ensure a high level of financial management and control
- Create a global system that operates well across all current and potential offices
- Ensure the highest quality of data inputs

Mentor Executive and Finance Teams

- Key advisor and thought partner with the CEO and Partner team; work closely with leadership in all regions/offices
- Mentor and train Finance Team and support their professional growth and development

Qualifications

Ideal qualifications include:

- Deeply passionate about international development and social impact
- Advanced degree in accounting, finance, business or related field
- Ten years of relevant experience, including three or more years of experience in the senior finance role for a medium or large multi-national service organization
- Experience working hand-in-hand with a CEO or executives in bringing relevant finance views to strategic discussions
- Proven ability to be an inspiring leader in a dynamic, multi-cultural environment
- Experience working with international development or non-profit organizations preferred
- Record of driving organizational growth in a dispersed organization
- Adaptable, creative, and high functioning in a non-traditional, non-corporate environment
- Outstanding interpersonal and intercultural skills; excited to develop a team across countries and cultures

- Able to work effectively with remotely-located teams
- Willingness to travel to Delhi, Lusaka, and Nairobi, as well as new office locations
- Lifelong learner with keen intellectual curiosity and sense of humor
- Ability to be based out of one of IDinsight's offices preferred

Compensation

Dependent on location and experience.

Start Dates

As soon as possible but flexible for the best candidate.

To Apply

Please apply via the [online application form](#) (CV will be required). First applications will be reviewed on May 1st, 2017. Please direct any questions to careers@IDinsight.org.

Only short-listed candidates will be contacted. IDinsight is an equal opportunity employer.