

OFFRE D'EMPLOI EXTERNE N°027/ADMIN/RH/VESAU/2022

CONTEXT

VIRUNGA NATIONAL PARK (ViNP), a UNESCO World Heritage Site, is the oldest park in Africa. It stretches over 7.800km², is home to some of the last mountain gorillas and is considered as one of the most biodiverse places in the world. Virunga Foundation (VF), an NGO incorporated under British law, has been granted the management of Virunga National Park in partnership with the Congolese Institute for the Conservation of Nature (ICCN).

VF has launched a vast social and economic development program to anchor its conservation efforts within the broader context of a just, and green economic transition for the local communities (5 million people, 70% of whom live below the poverty line as defined by the World Bank) in the Province of North Kivu. In addition to the conservation of the Park, VF has established 4 development priorities: electricity, entrepreneurship, agriculture and tourism.

ELECTRICITY

VIRUNGA ENERGIES ("VE"), wholly owned by VF, is the company responsible for the electrification of the Province of North Kivu. At present, VE operates 3 hydropower plants for a total of ~ 30 MW and transmits and distributes electricity in the regions of Rutshuru, Lubero, Mutwanga and the city of Goma. The company is in advanced discussions with financial backers to increase electricity generation and significantly extend its distribution network. It is estimated that each MW distributed locally creates between 800 and 1,000 additional jobs, of which, on average, 10% are occupied by former members of armed groups, establishing a direct link between electrification and the development of peace in a region affected by insecurity for several decades.

ENTREPRENEURSHIP

The entrepreneurship program aims to support (micro) enterprises in their development and remove the barriers that (small) entrepreneurs face. The program is divided into two main activities:

1. the granting of innovative loans (the reimbursement of a loan is based on the the electricity consumption of the entrepreneur);
2. the management of 2 industrial zones of ~5 Ha each, intended to accommodate companies with an industrial project.

AGRICULTURE

The agriculture program supports farmers in North Kivu to improve agricultural yields and supports agro-industrial processing activities that generate added economic value. To this end, VF supports in particular the following agricultural and fishing value chains: corn, potatoes, cocoa, coffee, papain, chia, palm fruits and fish from Lake Edouard.

TOURISM

Virunga promotes the development of international ecotourism, respectful of the environment and to the benefit of the local population (profits are reinvested - locally). At present, it is possible to visit one of the most active volcanoes in the world (the last eruption of which was on May 22, 2021), the last mountain gorillas, the island of Tchequera and savannah animals in the plains of Rwindi (Lulimbi camp).

In order to continuously improve its impact on the region's development, **Virunga Energies** is recruiting a **Head of Management & Financial Control**.

CANDIDATE'S PROFILE

Role	Head of Management & Financial Control ("Controller")
Date of opening	03/06/2022
Profile	Master in Economics, Finance, Business, Accounting
Experience	<p>5+ years of experience in one or more of the following areas is essential:</p> <ul style="list-style-type: none"> • Financial analysis of large and complex organizations • Development and monitoring of complex budgets • Donor funding and reporting • Financial or strategic consulting
Reporting line	Virunga Energies' CFO
Location	Matebe or Goma (possibility of partial remote working), North Kivu, DR Congo
Skills	<ul style="list-style-type: none"> • Analytical and structured • Independent and proactive • Capable of working in a complex setting • Entrepreneurial
Knowledge	<ul style="list-style-type: none"> • Fluent French and English speaker • Qualified accountant (ACA, ACCA, ICAS, CIPFA, CIMA etc.) (a plus but not obligatory)

MAIN RESPONSIBILITIES

The Controller is expected to support Virunga Energies' newly appointed CFO in developing, structuring, and implementing a world-class finance and management control function.

The main objectives of the Controller are:

- Bring reporting and financial analysis of the company to an adequate level for a large company
- Embed capabilities into the process, people and organization
- Establish new, efficient and effective, financial procedures
- Provide independent oversight to the Management

1. Reporting

Support the CFO in

- Providing high-quality monthly, quarterly and yearly reports to the different management levels of Virunga Energies (internal meetings, Financial and Audit Committees, Board Meetings)
- Reporting to donors and keeping track of the various projects' budgets, while ensuring eligibility of expenses (for e.g., UE grants)
- Improving further the quality, depth, and breadth of reporting
- Automating reports

2. Financial analysis & cost control

Support the CFO in

- Establishing a framework for financial analysis and reporting on a regular basis to meet internal and external legal and regulatory requirements
- Developing cashflows and forward-looking cash position perspectives
- Analyzing and interpreting financial information to identify potential issues and opportunities for savings
- Providing feedback to budget holders, VE management, FAC and Board to assist in understanding the figures and take decisions/corrective action where necessary in order to achieve their objectives
- Identifying discrepancies in financial information
- Identifying financial optimization initiatives (funding, cost optimization)

In addition, the Controller is

- Proactively contributing to the monthly closing process of the accounting books in close collaboration with the accounting team, ensuring consistent and correct income and expenses allocation and booking
- Following-up with site management, construction management and budget owners on operational & construction performance versus budget & longer-term plans, producing explanatory variance reports and proposing corrective action plans

3. Internal control

Support the CFO in

- Ensuring adequate internal controls are in place and organizational resources appropriately safe guarded
- Maintaining all necessary systems, policies and procedures to ensure robust, effective and efficient financial management, in conjunction with the Internal Control Department,
- Ensuring that the finance department's SOPs manual is kept up to date and adhered to.

4. Ad hoc tasks

- Managing the development of annual operating and capital budgets, ensuring that departmental requirements and donor contracts are incorporated appropriately and that each budget holder fully understands and assumes responsibility for their budget.
- Ensuring forecasts are stress-tested and consider different scenarios.
- Performing any other accounting and finance related tasks as advised by management

WHY VIRUNGA?

Contractual conditions

- Competitive international salary;
- 2-year contract (renewable) with 3-month trial period;
- Medical coverage & repatriation;
- Accommodation, catering and on-site transportation supported by the employer;
- Safety device for the implementation of activities in the field.

In addition to advantageous contractual conditions, you:

- Will have the opportunity to directly contribute to the improvement of a vast economic development program with a profound impact on the periphery of Virunga National Park (the park is the largest employer in the region, Virunga Energies is on the way to becoming the largest electricity supplier in eastern Congo);
- Enjoy significant independence in carrying out your work;
- Be able to live (optional) in a unique place in the world (departing from the park headquarters in Rumangabo), a UNESCO World Heritage Site, while enjoying the more social aspects of a large city such as Goma (1 to 3 hours' drive between different camps);

APPLICATION DOCUMENTS

A cover letter, a CV and three references and the certificates of services rendered, and copies of school titles.



HOW TO APPLY

Interested candidates can send their complete files only by email, in word or PDF format to the address to recruitmentvsarl@virunga.org by copying jgabriel@virunga.org. Indicate the following reference in the subject line of the email "VE / Senior Controller / 2022 / [Your name]".

The deadline for submitting the file is July 03, 2022

Matebe, June 03, 2022

For **Virunga Energies SAU**
Jérôme Gabriel
CEO



VIRUNGA ENERGIES VE/SAU
CD/GOM/RCCM/13-B-00968
ID NAT 01-B3-N74425F
MATEBE/RUTSHURU
NORD-KIVU/ RD CONGO