

Chief Financial Officer – International Nonprofit

Are you a seasoned financial executive passionate about global health and looking to lead a high-impact, mission-driven nonprofit as its first Chief Financial Officer? Do you have strong strategic finance experience while also possessing the ability to be granular and hands-on with grants management and fund accounting? Have you worked internationally, with experience in Sub-Saharan Africa, and enjoy working with a multicultural team of dedicated, highly skilled professionals?

We Care Solar is a global leader in improving maternal and newborn health through the provision of sustainable energy solutions. Founded in 2010, the nonprofit organization is dedicated to addressing the critical need for reliable electricity in health facilities in low-resource settings, ensuring safer childbirth and lifesaving care. Our education program is inspiring the next generation of solar changemakers. Through its innovative Solar Suitcases, We Care Solar has illuminated thousands of health facilities and schools in over 20 countries.

The Chief Financial Officer (CFO) is a key member of We Care Solar's senior leadership team responsible for ensuring the financial health and sustainability of the organization. As a trusted partner to the Executive Director (ED), Senior executives, and Board of Directors, the CFO provides strategic financial leadership overseeing budgeting, forecasting, compliance, and risk management. This is an exciting opportunity for a mission-driven, inclusive finance leader to help scale an innovative nonprofit organization at the forefront of global health, education, and renewable energy.

The CFO will play a pivotal role in supporting the organization's growth while ensuring fiscal accountability and operational excellence. The CFO leads a finance team of two staff members, oversees a \$9.5M annual budget, and manages organizational assets and grants from institutional funders, governments, and individual donors.

KEY DUTIES AND RESPONSIBILITIES:

1) Strategic Financial Leadership

- Develop and implement comprehensive financial strategies that align with We Care Solar's mission, goals, and long-term sustainability.
- Establish financial systems and policies to support the organization's growth and operational excellence, building on existing frameworks.
- Lead the annual budgeting process, ensuring alignment with organizational priorities and fiscal responsibility while preparing detailed analyses for the executive team and Board of Directors.

- Oversee long-term financial planning and forecasting to ensure organizational sustainability and resilience in a dynamic funding environment.
- Partner with Executive Director and leadership team to evaluate new opportunities and initiatives, providing data-driven insights to support decision making.

2) Financial Operations and Management

- Direct all financial operations, including accounting, budgeting, forecasting, cash flow management, and financial risk management.
- Ensure compliance with nonprofit financial standards, regulations, and industry best practices
- Update and maintain financial policy manuals to meet evolving industry standards and organizational needs.
- Oversee and refine investment strategies, managing organizational assets to optimize financial health and risk mitigation.
- Monitor and report on inventory accounting practices to ensure accuracy and accountability.

3) Reporting, Compliance, and Audit

- Prepare and present accurate, timely financial reports to the executive team, Board of Directors, and other stakeholders.
- Ensure compliance with federal, state, and local regulations, as well as donor requirements for restricted and multi-year funding.
- Oversee the annual audit process, maintaining strong relationships with external auditors and ensuring a smooth and transparent process.
- Foster accountability and accuracy in grant management, ensuring compliance with reporting requirements for complex and restricted grants.

4) Team Leadership and Collaboration

- Lead and mentor the finance team, fostering a culture of excellence, collaboration, and continuous learning.
- Collaborate with program, development, and operations teams to align financial practices with organizational goals and programmatic needs.
- Support fundraising efforts by providing financial data, insights, and analyses to aid grant applications, donor communications, and fundraising strategy.

KEY QUALIFICATIONS:

- Master's degree in finance, accounting, business administration, or related field; CPA or MBA strongly preferred.
- Minimum of 10 years of progressive financial leadership experience, with at least 5 years in a senior financial management role in a nonprofit organization, ideally in an international nonprofit organization.
- Demonstrated commitment to DEI, including leadership in diverse teams and inclusive decision-making.
- Experience working internationally; Sub-Saharan Africa experience preferred.
- Proven track record with strategic financial planning, including forecasting, modeling, and data analysis.
- Extensive knowledge of accounting principles (US GAAP), bookkeeping procedures, and experience with QuickBooks or similar accounting software.
- Demonstrated expertise in managing grants, particularly complex multi-year grants and restricted funds.
- Experience with inventory accounting and management is a strong plus.
- Comprehensive understanding of international nonprofit financial regulations and compliance requirements.
- Exceptional analytical, organizational, and communication skills, with the ability to convey complex financial information to non-financial stakeholders.
- Proven ability to lead and develop high-performing teams, fostering a collaborative and mission-driven work environment.
- Passion for We Care Solar's mission and a commitment to advancing global health and sustainability.

WE WELCOME CANDIDATES WHO:

- Come from historically underrepresented backgrounds in executive leadership
- Bring lived experience aligned with the mission and values of our organization
- Have worked across continents, especially in the Global South

The salary range for this role is between \$145,000 and \$160,000 commensurate with skills and experience. We also offer a competitive benefits package, flexible work arrangements, and professional development opportunities.

MORE ABOUT OUR ORGANIZATION

We Care Solar's international "Light Every Birth" initiative targets public health facilities in countries with high maternal mortality rates and poor access to modern electricity. This program empowers frontline health workers with essential light and power for emergency care, strengthens health systems, and advances sustainable development goals. We Care Solar's holistic approach integrates solar technology into national healthcare strategies, provides gender inclusive training for health workers and solar technicians, and advances research and advocacy on the importance of energy access for health outcomes. We envision a world where all women survive childbirth, obtain lifesaving care without unnecessary delays, and give birth with dignity in well-lit health facilities. To date, we have transformed maternal health care for 18 million women and newborns.

In addition to promoting better healthcare, We Care Solar delivers youth education through its We Share Solar program. We Share Solar inspires the next generation of global changemakers, offering STEM-positive learning experiences that link practical solar power engineering with humanitarian and community service. We Share students build and share standalone solar electric systems and take tangible action to improve the life chances of others by supporting energy-poor schools and community institutions with clean solar energy.

With a dedicated team of 27, a passionate Board of Directors, and partnerships with global health organizations, We Care Solar is scaling its impact while advocating for health facility electrification and solar STEM education worldwide. The organization's award winning Solar Suitcase has become a symbol of innovation, hope, and resilience in community development.