Job Summary

Job Title:	Financial Controller
Country:	Haiti
Location:	Port-au-Prince
Contract Duration:	12 months
Reports to:	Country Director

GENERAL DESCRIPTION OF THE PROGRAMME

GOAL is an international humanitarian agency established in 1977 and currently operational in 13 countries world-wide. GOAL has an annual budget of approximately €130m and is supported by a range of donors including the Irish Government, UK Government, USAID and the European Union.

GOAL has been operating in Haiti since the country was devastated by a major earthquake in January 2010. GOAL is transitioning to a much longer-term programming approach linking relief and recovery to development through an integrated community-led development programme approach. GOAL Haiti has developed a strong focus on urban development and building of resilience within urban communities. The EU has recently launched an urban development programme under the 11th FED: URBAYITI. This program aims at improving resilience, infrastructures and services of three communes in Haiti.

ABOUT THE ROLE

The Financial Controller provides strategic leadership and oversight of the country programme's finance function, ensuring effective financial management, robust internal controls, donor and statutory compliance, accurate financial reporting, and responsible stewardship of organisational resources.

As a member of the Country Management Team (CMT), the Financial Controller contributes to strategic decision-making and the overall management and development of the Haiti country programme. The role works closely with the Country Director (CD), Global Finance Director and other senior colleagues and provides leadership and support to the in-country Finance Team.

KEY RESPONSIBILITIES

Financial Leadership and Management

- Lead and oversee the country programme's finance function, ensuring appropriate financial systems, processes and controls are in place and operating effectively.
- Prepare accurate and timely monthly management accounts for review and approval by the Country Director and submission to Head Office.
- Provide timely financial analysis and advice to the Country Director and CMT to support effective decision-making.
- Ensure compliance with GOAL's financial policies, procedures and internal control requirements.
- Oversee cash management, cash forecasting and transfers, ensuring appropriate controls are maintained.

- Maintain relevant country-specific finance procedures and approved exceptions to organisational finance policies.

Budgeting and Financial Planning

- Lead the preparation and review of annual and rolling budgets.
- Support programme managers with budget management, expenditure forecasting and financial planning.
- Ensure timely completion and review of budget monitoring tools.
- Monitor financial performance and identify and communicate significant variances, risks and emerging financial issues.

Donor Financial Management and Compliance

- Oversee the financial management of donor-funded programmes and ensure compliance with applicable donor requirements.
- Review annual and quarterly donor budgets, financial reports and the financial components of funding proposals.
- Ensure appropriate and reasonable allocation of shared costs across donor-funded programmes.
- Support programme teams to understand and comply with relevant donor financial requirements including expenditure forecasting, and ensure the Budget Monitoring Tool (BMT) is completed in a timely manner.
- Ensure donor financial reporting is accurate and submitted within required deadlines.

Audit, Risk and Statutory Compliance

- Ensure appropriate supporting documentation and financial records are maintained in readiness for internal, external, donor and statutory audits.
- Coordinate financial audits and support the timely implementation of agreed audit recommendations.
- Liaise with relevant legal, accounting and audit advisers regarding statutory reporting and taxation requirements in Haiti.
- Ensure applicable employee taxes and statutory deductions are correctly processed and remitted.
- Proactively identify financial risks and strengthen internal controls to safeguard organisational resources.

Team Leadership and Capacity Development

- Lead, manage and develop the Finance Team, providing clear direction, coaching and appropriate capacity-building support.
- Promote consistent application of GOAL's financial procedures and internal controls across the country programme.
- Provide practical financial guidance and training to finance and non-finance colleagues.
- Support the development of financial management capacity among relevant partner organisations.
- Promote collaboration, accountability and continuous improvement within the Finance Team.

Organisational Support

- Review contracts and agreements where appropriate to assess financial implications.
- Work collaboratively with HR, programmes, logistics and other functions on matters with financial implications.
- Undertake other reasonable duties consistent with the role, as agreed with the Country Director and Global Finance Director.

PERSON SPECIFICATION

Essential

- Professionally qualified accountant (ACA, ACCA, CIMA, CPA or equivalent).
- Minimum five years' relevant professional finance experience, including experience in a senior financial management role.
- Demonstrated experience of managing and developing finance teams.
- Strong experience in budgeting, forecasting, financial reporting, internal controls and audit.
- Experience managing the financial requirements of institutional donor-funded programmes.
- Strong analytical skills with the ability to provide clear financial information and advice to non-finance colleagues.
- Excellent interpersonal, communication and stakeholder-management skills.
- Ability to manage competing priorities and deliver high-quality work within demanding deadlines.
- Strong IT skills, including advanced Excel capability.
- Excellent written and spoken English.
- Cultural sensitivity, flexibility and a collaborative, solutions-focused approach.

Desirable

- Previous experience within an international humanitarian or development organisation.
- Experience working with institutional donors relevant to GOAL's programmes.
- Experience working in an international or complex operating environment.
- Experience with SAGE or comparable financial management systems.
- French language capability where relevant to the Haiti programme.

Please email your resume, copies of diplomas/certificates, and cover letter to: hrhaiti@ht.goal.ie

Emails or application files that do not include the reference mentioned below will not be processed:
Subject: **Financial Controller**

The deadline for submitting applications is November 13, 2026, at 15:00 p.m. (Haiti time).

Please note that only shortlisted candidates will be contacted.

GOAL supports gender equality. Applications from local residents, as well as female candidates, are strongly encouraged.

General Terms and Conditions

GOAL has a Code of Conduct for Employees and a Child Protection Policy that has been developed to ensure the maximum protection of participants in our programs and the non-exploitation of children.

GOAL also has a policy of the principle of confidentiality: Ensure the non-disclosure of any information relating to GOAL's practices and affairs acquired during the course of the assignment to any other person or organization without authorization, except in the exercise of predefined functions Any candidate who receives a job offer will be required to adhere to these policies. Any job offer is also conditional on the presentation of a certificate of good conduct.

GOAL is an equal opportunity employer

This job description is only a guide to the available position. GOAL reserves the right to change this document. This job description is not exhaustive and cannot be used as the sole reference in the performance of the tasks required of the employee today or in the future. An employee's status may be subject to change at any time, with employees required to accept new tasks assigned to them and perform them to the best of their ability.