

Regional Finance, Compliance and Risk Manager, MENA

Job Level		Kornferry Function	
Directorate	International	Function/Service	Programmes & Partnership
Direct Reports	1	Indirect Reports	N/A
Line Manager Title	MENA CCM	Budgetary Responsibility	Budget responsibility in excess of 30m GBP multi-year.

The Leadership and Management of our people is critical to us as an organisation. The responsibilities and expectations of Leaders and Managers at this level can be found in [Our Leadership Framework - RedRoom](#).

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

Role description:	
Purpose	<p>The Regional Finance Compliance and Risk Manager for the MENA region is responsible for overseeing financial management, compliance, and risk management across the region's programmes, partners, office, and staff. This includes ensuring adherence to BRC and donor policies, procedures, agreed standards, statutory obligations and grant agreements, as well as managing financial systems and donor financial reporting.</p> <p>The role involves supporting programme staff and partners, including National Society finance teams, IFRC, and ICRC, to ensure financial probity and reporting compliance. The manager will also train staff on BRC finance systems, assist with the development of annual programme budgets, and identify opportunities for improving partner systems to access institutional funding.</p> <p>The position reports to the MENA Country Cluster Manager and works closely with the BRC International Finance and the FCDO partnership teams in London. Additionally, the manager will support security, and context matters in collaboration with ICRC and IFRC, and may deputize for the Country Cluster Manager when needed.</p>
Key Responsibilities <i>Under maximum of 4 headings with a maximum of 6 bullets per heading</i>	Finance Management: <ul style="list-style-type: none"> Oversee country and regional financial processes, ensuring accurate and timely payment and transaction processing, reporting, budgeting, forecasting, and variance analysis for regional programs. Ensuring the regional financial control environment is robust and working satisfactorily. Key focal point for audit preparation and delivery.

- Manage financial aspects of restricted fund applications and donor financial reporting while providing financial support for emergency appeals.
- Support BRC Regional Finance, Admin & Procurement Officer in Beirut ensuring business continuity when needed and provide technical advice on financial management to BRC and partner finance staff.

Grant Compliance:

- Support grant-related processes like budget development, financial management, risk management, and donor financial reporting.
- Coordinate with partners and internal teams to ensure accurate and timely submission of programme reports, budgets, and financials for donor financial reporting
- Oversee contracting, grants, financial management, and partner payments according to IFRC and BRC procedures.

Risk Management:

- Support the regional and country risk registers if needed, identify financial system risks, and propose mitigation measures.

Organizational Support:

- Ensure compliance with BRC policies and procedures, champion high accountability standards, and uphold Red Cross values.
- Perform other duties as needed by the Country Cluster Manager.
- It is expected that this role works in line with the IFRC's National Society Development (NSD) Competency Framework.

Planning & Performance

- Collaborate with the FBP on the alignment of forecasting and budgeting processes to the requirements of the Insured Funding model in partnership with budget holders, leveraging expertise in finance systems.
- Partner with the Finance Business Partnering team to ensure robust management of restricted funding balances and optimisation of overhead cost recovery.

Safeguarding

- Promote and ensure safe, inclusive working and living environments by fostering psychological safety and promoting a speak-up culture free from abuse or exploitation (including SEAH).
- Monitor safeguarding risk management processes and escalate concerns through appropriate channels.
- Provide leadership and guide the BRC Safeguarding Advisors and International Safeguarding Representatives to ensure safeguarding is integrated into all aspects of BRC's operations and partnerships in-country

	<p>Leadership Behaviours</p> <ul style="list-style-type: none"> • Authentic, consistent and honest leader. • Actively listens and allows others to be heard. • Adaptable to changing needs, pressures and opportunities • Empowers others based on their skills and expertise. • Dynamic, inclusive, compassionate and courageous. <p>Team Leader</p> <ul style="list-style-type: none"> • All team members understand their responsibilities and objectives. • All resources involving staff are managed in accordance with BRC policies and procedures. • All staff are kept informed of all relevant organisational plans and updates on development. • Team ideas and comments are communicated and forwarded appropriately. <p>Team Member</p> <ul style="list-style-type: none"> • Actively participates in all team meetings. • Supports other team members • Works and behaves in accordance with all BRC policies, procedures and in line with our Values in Action. • Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamics)
<p>Know-how</p> <p><i>From your overall 'Know-how' description, please indicate clearly which are 'Essential Criteria' (no more than 6) and which are 'Desirable Criteria' (no more than 3) – these will then be used in recruitment (for advertising and shortlisting purposes)</i></p>	<p>Knowledge & Skills</p> <p>Essential</p> <ul style="list-style-type: none"> - Qualified Accountant (ACA, ACCA, CIMA, FMAAT, CCAB) or equivalent experience. - Strong understanding of financial controls and processes in a Disaster Management context. - Expertise in grant management processes within complex organizations and funding environments. - Advanced financial business partnering and management accounting skills. - In-depth knowledge of audit and internal controls, with the ability to make recommendations for improvement. - Strong understanding of the international humanitarian system, emergency and development issues and associated good practice, including programme minimum standards (e.g., SPHERE, CHS). - Proven experience in due diligence processes and robust financial management systems & standards. - Strong decision making, analytical and problem-solving skills, with a strategic mindset. - Proficient in project management, coordination and planning, teamworking, and staff management skills, with a strong ability to lead in complex environments. - Strong diplomacy, negotiation, and advocacy skills. - Excellent communication skills in English (written and verbal). - Familiarity with MS Office Suite. <p>Desirable</p> <ul style="list-style-type: none"> - Experience working in the Red Cross/Crescent Movement

	<p>Experience</p> <p><i>Essential</i></p> <ul style="list-style-type: none"> - Strong international experience, especially within an emergency response context to natural disasters and complex emergencies, as well as within a recovery operation - Demonstrated experience in financial leadership, aligning financial operations with long-term strategy. - Experience in operational security management for regional finance teams. - Demonstrated decision making and risk management capabilities on significant institutional compliance issues for high value programmes £5-10m< - Experience in managing multiple and sometimes competing donor interests and demands. - Experience in managing finance systems and processes. - Experience of motivating, leading, and working collaboratively through others to achieve operational objectives - Experience in developing, managing, and monitoring multiple budgets from numerous back donors - Experience of providing tactical direction and analysis. Turning strategy into delivery. - Demonstratable experience in Security Management (for individuals & team) <p>Additional Requirements</p> <p><i>Essential</i></p> <ul style="list-style-type: none"> - Ensures inclusive practice, challenges discrimination and promotes diversity in line with our Equality, Diversity and Inclusion (EDI) policy. - Is a leader of high integrity - Promotes a positive working culture, collegial environment, and prioritises well-being. - Be prepared to relocate to safer countries in the region if Lebanon/Beirut regional office area is directly affected by conflict. - Be willing to work remotely if the regional office in Beirut is deemed unsafe. - Willing and able to travel regularly in the region within potentially a short notice (a minimum of 48 hours) and operate in a physically demanding working environment - Willingness to work out of office hours when necessary - Upholds the fundamental principles and acts with integrity <p>Desirable</p> <ul style="list-style-type: none"> - Arabic Language
Additional Requirements	Role based in Beirut

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/None
PVG- Scotland	Adult/ Child/ Adult & Child/ None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/None
Driver Check	Yes/No
International Roles Only	
International Police Check	Yes

International Driving Licence for manual cars	Yes
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Role Reference		Review Date	
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We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.