

For a world without hunger



We are hiring!

Job Position: Head of Finance

Job details

1. Department	: Programmes
2. Country / Location	: Dhaka, Bangladesh
3. Job title	: Head of Finance
4. Salary group	: SG8 (Expert level IV/Management II)
5. Immediate superior	
a. Disciplinary	: Country Director
b. functional matters	: Regional Finance Manager
6. Contract Period	: 12 months with a possibility of extension
7. Proposed start date	: July 1, 2026.

Are you looking for a meaningful job where you can invest your skills, passion, and time in an impactful way? Do you want to work for an organization that is dynamic, goal-driven, and dedicated to making a difference? **Welcome to Welthungerhilfe!**

As one of Germany's largest and most respected private organizations in development cooperation and humanitarian aid, we are committed to driving positive change. We operate independently from religious and political influences, ensuring that our actions are always guided by strong **ethical principles**. Through embracing innovation, we strive to become a data-mature, human-driven organization that continuously improves the way we work.

Our vision: "Zero Hunger on a Healthy Planet." Join us in creating a world where everyone has access to food while ensuring a sustainable future for our planet. If you are ready to make an impact, we look forward to receiving your application!

Head of Finance, Bangladesh

Welthungerhilfe Bangladesh is seeking an experienced **Head of Finance** to lead financial strategy, governance, and compliance at our Bangladesh Country Office. This senior leadership role will drive financial sustainability, strengthen partner NGO capacity, and ensure transparency in line with donor requirements, NGOAB regulations, and international standards.

The role requires strong systems thinking, a learning-focused mindset, and the ability to operate in a highly digitalized environment.

Responsibilities

- **Strategic Financial Leadership:** Provide overall direction for financial management and advise the Senior Management Team.

- **Governance & Compliance:** Ensure NGOAB approvals, donor compliance, and adherence to Bangladeshi tax, VAT, payroll, and labor laws.
- **Partner Oversight:** Build partner NGOs' capacity in budgeting, reporting, and compliance.
- **Risk & Resilience:** Design risk management strategies and ensure continuity planning under crisis conditions.
- **Audit & External Relations:** Lead statutory, donor, and NGOAB audits; represent WHH in financial discussions with donors and regulators.
- **Team Leadership:** Line-manage finance staff, mentor partners, and foster a culture of accountability, integrity, and continuous improvement.

Deliverables

- **Strategic Financial Leadership**
 - Clear financial strategy developed and implemented, aligned with organizational goals and localization agenda.
 - Regular advisory inputs provided to the Senior Management Team (SMT) on sustainability, investment priorities, and risk mitigation.
 - Evidence of finance is positioned as a driver of programmatic impact and operational resilience.
- **Governance & Compliance**
 - NGOAB approvals (FD-6) secured, and compliance reports submitted on time.
 - Full adherence to Bangladeshi tax, VAT, payroll, and labor laws documented.
 - Donor-specific compliance frameworks and IFRS/IAS standards consistently applied.
- **Partner Oversight**
 - Partner NGOs trained in budgeting, reporting, and ensuring compliance.
 - Financial monitoring visits conducted with documented findings and follow-up actions.
 - Partner financial systems integrated into WHH's accountability framework.
- **Risk & Resilience**
 - Risk management strategies documented and implemented for WHH and partners.
 - Continuity planning in place to address funding delays, regulatory bottlenecks, and external shocks.
 - Evidence of financial resilience maintained during crisis conditions.

- **Audit & External Relations**

- Statutory, donor, and NGOAB audits completed successfully with full documentation.
- WHH Bangladesh effectively represented in financial discussions with donors, NGOAB, Bangladesh Bank, and external auditors.
- WHH positioned as a model of financial transparency and accountability in Bangladesh's NGO sector.

- **Team Leadership**

- Finance staff line-managed with clear performance objectives and coaching provided.
- Partner organisations supported through mentoring and capacity-building initiatives.
- A culture of accountability, integrity, safeguarding, and continuous improvement fostered across WHH and partners.

Your Profile

- Master's degree in Accounting, Finance, Business Administration, or related field; professional certification such as CA, CPA, CMA, or MPA preferred.
- Minimum 10 years of senior finance management experience, including at least 7 years in INGOs or development agencies.
- Strong knowledge of NGOAB regulations, Bangladeshi tax, VAT, payroll, and labor laws, with familiarity in IFRS/IAS standards and donor compliance frameworks.
- Proven expertise in strategic financial management, donor compliance, partner oversight, and audit leadership.
- Demonstrated ability to design and implement financial strategies, advise senior leadership, and position finance as a driver of programmatic impact.
- Excellent leadership, negotiation, and communication skills in both English and Bangla.
- Experience representing organizations to donors, regulators, and external stakeholders.
- Skilled in mentoring teams and building partner NGO capacity in financial governance and compliance.
- High integrity, commitment to humanitarian principles, and cultural sensitivity, with a track record of fostering accountability and safeguarding.
- Ability to thrive in a digitalized, fast-changing environment, with strong skills in risk management, continuity planning, and financial resilience under crisis conditions.

What We Offer

We offer you the opportunity to work in a responsible and interesting field as part of an extremely dedicated team. Welthungerhilfe attaches great importance to the personal and professional development of its employees and the balance of their work and private life. Remuneration is based on our gender-independent salary scale. Our salary scale is as per national scales for International NGOs and includes benefits such as *comprehensive risk*

coverage and health insurance, including dependents, contributory provident fund, festival allowance, mobile allowance and transport allowance, etc.

Application Process

- A tailored CV (maximum 3 pages)
- Current and expected salary
- Apply to bdjobs online
- Application Deadline: **25th May 2026**

Applications will be reviewed on a rolling basis. Therefore, early submission is highly recommended

Important Notes

- **Background Check:** The successful candidate will undergo a pre-employment background check.
- **Recruitment Fraud Warning:** Welthungerhilfe never requests payment at any stage of recruitment process. Official emails will always come from **welthungerhilfe.de** address.

Welthungerhilfe values diversity and ensures an inclusive, non-discriminatory working environment. We welcome applications from suitably qualified people from all sections of the community.
