Job Framework:

Group Financial Controller

General role information	
Job Title:	Group Financial Controller
Reporting to:	Global CFO
Location:	UK-based, with hybrid working
Salary Band:	BG 13
Notice period:	3 months
Career Band:	
Budget Responsibility?	Yes
Direct Reports?	6
Client-facing role?	No

Introduction:

MSI Reproductive Choices is a global leader in sexual and reproductive healthcare, working across 36 countries to ensure people can access safe, high-quality services and make informed choices about their reproductive health. Finance is central to the stewardship of MSI's resources, sound decision-making and the confidence of donors, regulators and the Board across a complex mix of donor-funded and commercial activity.

Finance is delivered across Global, regional and Country Programme teams, combining consistent group-wide requirements with local knowledge and accountability for delivery.

The Team

This role sits within the Global Finance Directorate, led by the CFO, alongside Global Information Systems and Internal Audit, which operates independently. Within Global Finance, the Group Financial Controller and Director of FP&A are peer roles reporting to the CFO.

The Group Financial Controller leads approximately 25 team members, including six direct reports leading Group Accounting, Donor Finance, Payroll, Accounts Payable, Treasury and GSO Finance Management. Through these specialist leads, the function delivers group accounting, financial control and shared Finance operations across approximately 80 legal entities.

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The Role

Reporting to the CFO, the Group Financial Controller is a senior global Finance leader and a member of the Senior Leadership Team, accountable for the integrity of MSI's actual financial position and control environment. The role combines technical depth, enterprise leadership and significant organisational influence, with direct engagement with the Executive Team, Board and relevant Committees.

Across MSI's complex network of entities, countries, funding arrangements and regulatory environments, the role provides the financial foundations that enable the organisation to perform effectively. Timely, reliable financial information and clear forward visibility of cash and liquidity allow leaders to make faster, more confident decisions. Reliable reporting and proportionate controls protect MSI's resources and the confidence of donors, regulators and the Board, while supporting effective country and operational delivery. The postholder also helps modernise and simplify Finance, reducing manual effort and enabling MSI to deploy its resources more effectively in support of its mission.

Key Responsibilities

Leadership and Finance capability

- Lead and develop Financial Control and shared Finance operations, setting clear priorities and accountabilities and ensuring effective performance management, capability and succession.
- Provide functional leadership for accounting, control and financial stewardship across Global, regional and Country Programme Finance teams, promoting consistent professional practice.
- Work with the Director of FP&A to resolve shared priorities and cross-functional dependencies
- At the CFO's request, deputise on agreed Finance and organisational matters within delegated authority.

Group accounting, consolidation and external reporting

- Own the integrity of MSI's group accounting, consolidation and financial close, ensuring actual results are complete, accurate and timely and that significant movements, judgements and control implications are clearly explained.
- Set and oversee group intercompany accounting, ensuring effective reconciliation and consolidation across the group.
- Lead group statutory reporting and the external audit, ensuring MSI meets its regulatory obligations and that significant issues are resolved.
- Proactively review and update MSI's accounting policies so they remain fit for purpose as requirements and ways of working evolve. Resolve significant accounting judgements and advise senior leadership and relevant Board committees on their implications and risks.

Financial control, policy and risk

- Own MSI's financial control framework, setting global policies and minimum controls and ensuring Regional Support Teams and Country Programme Finance teams have the expectations, guidance, training and support needed to apply them effectively.

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- Establish effective oversight of MSI's control environment, requiring material weaknesses and recurring issues identified through financial reporting, management review, audit or investigations to be addressed at source, with clear management accountability and evidence of sustained improvement.
- Lead the coordination and governance of MSI's Strategic Risk Register under the CFO's sponsorship, supporting accountable risk owners, ensuring material risks are considered collectively and providing clear reporting to the Executive Team and Audit and Risk Committee.

Treasury, investment, tax and entity governance

- Lead MSI's treasury strategy and operations, including liquidity, reserves, foreign-exchange exposure, financial facilities, group cash and funding flows, intercompany settlement and repatriation, within relevant operational, tax, donor and regulatory requirements.
- Own MSI's investment approach and oversee its banking and investment relationships, ensuring funds are managed within agreed risk, liquidity, return and governance parameters.
- Provide leadership on group tax and work with Legal, regional teams and Country Programmes on entity structure and governance, ensuring significant obligations and risks are understood and addressed.
- Own and maintain a reliable rolling group cash-flow and liquidity forecast over an appropriate forward horizon to support funding, investment and risk decisions.

Donor accounting and compliance

- Set MSI's accounting, control and professional requirements for donor-funded activity.
- Lead Donor Finance, ensuring MSI maintains a controlled funding baseline and consolidated pipeline view using agreed Fundraising inputs, and that material changes in funding availability, timing and restrictions are clearly communicated for planning and forecasting.
- Ensure donor financial reporting is reliable and compliant, and lead the Finance response to significant donor audits, accounting issues and recurring weaknesses.
- Work with Regional Support Teams, Country Programmes, Development and FP&A to anticipate and address accounting and compliance implications throughout the funding lifecycle, including proposal development, contracting and reporting.

GSO and shared Finance operations

- Oversee GSO accounting and financial control, working with Executive Team budget owners to ensure material accounting, balance-sheet and control issues are understood and addressed.
- Lead Payroll, Accounts Payable and other shared Finance operations, ensuring clear accountability, effective control, appropriate capacity, strong service performance and operational resilience.

Finance processes, systems and transformation

- Act as senior business owner for transformation affecting Financial Control, accounting and shared Finance operations, setting the required business outcomes and leading process redesign, standardisation and appropriate use of automation and AI.
- Define the accounting, control, data and master data requirements that Finance processes and systems must support.

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- Work with FP&A and relevant Transformation, GIS and Data teams to deliver and embed new arrangements, with clear ownership, appropriate controls, reliable data and sustainable operational support.

Key Relationships

Chief Financial Officer

The CFO provides line management, sets the overall direction for Finance and retains accountability for MSI's financial strategy and overall Finance function.

Director of FP&A

The Director of FP&A is the role's closest Finance counterpart. The Group Financial Controller owns the integrity of actuals, the controlled funding baseline, group accounting and control, and treasury and liquidity; the Director of FP&A owns business planning, management reporting, forecasting, performance insight and recommendations. The two roles align actuals, funding and forecasts before presenting a consolidated Finance position, while remaining accountable for their respective outputs.

Executive Team and Board

The Group Financial Controller provides clear advice and assurance to Executive Team and Board members on matters within the role's remit.

Operational, regional and country leadership

The role works with operational, regional and Country Programme leaders to embed proportionate financial policies and controls. Local management remains accountable for financial management, delivery and remediation through existing reporting lines.

Fundraising

The role works with Fundraising on donor strategy and opportunity assumptions and on the accounting, control and compliance implications of donor funding.

Internal Audit

The Group Financial Controller is Internal Audit's principal management counterpart on financial control and stewardship. Regular dialogue on emerging risks, control weaknesses, recurring findings and investigation learning informs management priorities and action, while Internal Audit retains independence over its scope, work, conclusions and reporting.

Other key relationships

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The role works with Transformation, GIS and Data colleagues and maintains relationships with external auditors, banks, investment managers and professional advisers.

Key Skills

- Expert technical accounting and financial control capability, supported by sound enterprise and risk judgement.
- Strong people and matrix leadership, able to lead experienced specialists, develop talent and secure delivery across teams with and without direct authority.
- Clear and credible communication, including the ability to explain complex issues and challenge and influence senior stakeholders.
- Confidence working with Finance systems and data and assessing the control implications of master data, automation and AI.
- Ability to manage competing priorities and demanding reporting, audit and regulatory deadlines without compromising quality.

Key Experience

- Operating as a senior Finance leader within a large, complex organisation, contributing to organisation-wide decisions and advising CFO, Executive Team and Board-level stakeholders.
- Leading group close, consolidation, complex balance-sheet accounting, statutory reporting and external audit across multiple entities and jurisdictions.
- Developing and embedding financial policies, control frameworks and remediation across a decentralised or international organisation.
- Leading a broad Finance portfolio, including treasury, liquidity, investment and banking, with relevant exposure to tax and entity governance.
- Leading shared or transactional Finance operations and acting as business owner for significant Finance process, systems or operating-model change.
- Leading and developing high-performing Finance teams, together with functional or matrix leadership beyond the direct reporting line.

Advantageous

- Experience of donor-funded or grant-funded organisations, particularly those combining donor-funded and commercial operations.
- Experience of enterprise risk reporting

Formal Education / Qualification

- A recognised professional accountancy qualification, such as ACA, ACCA, CIMA

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- Current technical knowledge of applicable accounting, statutory and UK charity-reporting requirements, supported by relevant continuing professional development.

Personal Attributes

- Demonstrates integrity, independence of judgement and a strong sense of accountability.
- Rigorous and attentive to detail, while maintaining a clear view of materiality and the wider organisational position.
- Constructive and appropriately challenging, willing to raise concerns early and communicate difficult messages clearly.
- Open and collaborative, listening to operational experience and different perspectives.
- Calm under pressure, takes responsibility for follow-through and is committed to developing others.

All team members are expected to share MSI's commitment to reproductive choice, safeguarding, equality and inclusion.

Success Measures

Success in the role will mean:

- MSI has a timely and reliable view of its actual financial position, supported by high-quality group, statutory and donor reporting and enabling senior leaders and the Board to make decisions with confidence.
- Financial policies and controls are proportionate, clearly understood and consistently applied, supporting effective delivery across the organisation.
- Donors, regulators, auditors and the Board have confidence in MSI's financial stewardship, reporting and control environment.
- Financial Control and shared Finance operations are resilient and well led, with effective services, strong capability, clear accountability and reduced reliance on individual members of staff.
- MSI has reliable forward visibility of group cash and liquidity, enabling funds to be managed and made available in support of operational and strategic priorities.
- MSI's financial risk and control environment is continually strengthened, with learning from financial reporting, audit and investigations embedded in improved controls and practice.
- Finance processes and systems reduce manual effort and rework, improve data quality and provide a scalable and sustainable basis for future operations.

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