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Job Advertisement

BRAC International is Hiring! Join BRAC International to create opportunities for people to realise their potential.

Position: Financial Controller, BRAC Tanzania Finance Limited

Job Location: Dar es Salaam, Tanzania

Application Deadline: 4 December 2026

About BRAC Tanzania Finance Limited

BRAC Tanzania Finance Limited (BTFL) was launched in 2006. It is the largest Microfinance organisation in Tanzania with a mission to responsibly provide a range of financial services to people at the bottom of the pyramid. We particularly focus on women living in poverty in rural and hard-to-reach areas to create self-employment opportunities, build financial resilience, and harness women's entrepreneurial spirit by empowering them economically.

About the Role:

The Finance Controller will own controllership across the entire Finance function, covering head office and the branch network. Keep financial statements, the general ledger, transaction processing, period close and management reporting accurate, timely, complete and compliant. Design, monitor and continuously improve the internal control environment; map Finance processes end to end; review system transactions and exceptions; and test that manual and automated controls continue to operate effectively as the institution scales toward its four-to-five-year growth target. Work as a hands-on, field-engaged team player and report directly to the Head of Finance.

Key Responsibilities:

1. **Financial Statements, General Ledger & Reporting**
   - Provide controllership oversight to ensure statutory financial statements, management accounts, and branch/head-office reports are accurate, timely, complete, supported, and compliant with applicable standards and policies.

- Own independent oversight of general-ledger integrity, including the chart of accounts, journal controls, reconciliations, suspense accounts, inter-branch and intercompany balances, accruals, provisions and other high-risk balances.
- Review and challenge material movements, unusual balances, late adjustments and unresolved reconciling items; ensure errors are corrected promptly and their root causes are addressed.
- Provide reliable control, accuracy and exception insights to the Head of Finance while coordinating closely with the Senior Manager Budgeting and Treasury and reporting teams.

2. Accounting Operations, Close Process & End-to-End Processing

- Review the complete processing cycle from source documents and transaction initiation through authorization, system posting, reconciliation, consolidation and reporting; identify weak hand-offs, duplication and recurring errors.
- Maintain disciplined month-end, quarter-end and year-end close controls and review calendars; verify the completeness, quality and timeliness of reconciliations, schedules, review evidence and closure of exceptions.
- Perform risk-based review of transactions processed in CBS/T24, payroll, MIS/ERP and other Finance systems to detect and reduce posting, classification, authorization, duplication and cut-off errors.
- Require documented root-cause analysis, corrective action and preventive action for recurring processing errors and control failures.

3. Internal Control Environment, Segregation of Duties & Process Mapping

- Design, implement and monitor the internal control framework across all branches and head-office Finance processes.
- Map critical Finance processes end to end and maintain current process flows, risk-and-control matrices, role-accountability maps, maker-checker points, approval paths and evidence requirements.
- Own segregation-of-duties design across Finance processes, coordinating with the Senior Manager, Budgeting and Treasury, and process owners to close single-point-of-failure, incompatible-access, and key-person dependency gaps.
- Reassess and update controls whenever products, regulations, systems, structures, transaction volumes or operating practices change.

4. Financial Systems Integrity, Transaction Monitoring & Control Testing

- Own the control integrity of CBS/T24, payroll, MIS/ERP and reporting interfaces, including data-quality controls feeding consolidated reporting.
- Establish and execute a risk-based control-testing plan covering manual and automated controls; test control design and operating effectiveness, document evidence, and retest remediations to confirm controls remain effective.
- Test system access, user roles, maker-checker workflows, parameters, limits, overrides, interfaces, batch jobs, automated reconciliations and audit trails, and escalate failures promptly.
- Use exception reports, trend analysis, Power BI, automation and continuous-controls monitoring to identify unusual transactions, recurring errors and emerging control risks.

5. Field Financial Compliance, Partnership & Anti-Fraud

- Ensure field-level financial compliance, including cash controls, disbursement controls, expense controls, fraud monitoring and physical-verification programmes.
- Engage regional, branch and field teams as a hands-on team player: visit operations, listen to implementation challenges, work alongside teams, coach control owners and build practical solutions without weakening accountability.
- Observe end-to-end field processes and compare actual practice with approved process maps, system workflows and policies; close gaps between policy design and operational reality.
- Lead Finance anti-fraud monitoring by maintaining red-flag rules, reviewing unusual transaction patterns and supporting evidence-based investigations with Risk and Internal Audit.
- Escalate significant control weaknesses and fraud incidents directly and promptly to the Head of Finance and, where material, to the Chief Executive Officer in accordance with the approved escalation protocol.

6. Procurement & Financial Governance over Spend

- Act as the Finance focal point for procurement and financial governance, ensuring compliance with procurement policies, approval frameworks and value-for-money principles.
- Enforce robust procure-to-pay controls, including competitive bidding, vendor due diligence, approval matrices, three-way matching, duplicate-payment prevention and controlled master-data changes in T24/ERP.
- Strengthen controls over organizational expenditure, commitments, vendor management and payment processing.

7. Audit Readiness, Risk Partnership & Remediation

- Coordinate audit readiness and remediation tracking in partnership with the Senior Manager Budgeting and Treasury; own the audit action tracker through evidence-based close-out.
- Work with Risk and Internal Audit to identify process weaknesses, agree practical corrective actions and verify that remediation is complete and sustainable.
- Maintain clear evidence of control performance, exceptions, management responses and closure for internal audit, external audit and regulatory review.

8. People Leadership, Team Partnership & Leadership Contribution

- Build, lead and develop a high-performing controllership team with clear responsibilities, service standards and accountability.
- Participate actively in Finance management and relevant leadership forums, bringing fact-based insight on accuracy, compliance, process discipline and control risk to decision-making.
- Operate as a constructive team player across Finance, Operations, Technology and the field; challenge weaknesses respectfully, support teams to solve problems and follow through to sustainable closure.
- Drive staff development, succession planning, performance management and a culture of integrity, learning, excellence and zero tolerance for deliberate control breaches.

9. Safeguarding

- Ensure the safety of team members from harm, abuse, neglect, harassment and exploitation, and act as a key source of support, guidance and expertise in establishing a safe working environment.
- Practice, promote and endorse safeguarding policy among team members and ensure safeguarding standards are implemented in every course of action.
- Follow safeguarding reporting procedures for any reportable incident and encourage others to do the same.

Academic Qualifications:

- Bachelor's / Master's degree with a concentration / major in Accounting, Finance or any related field.

Professional Certificate / Certification:

- Full CPA (T), ACCA, ACA or equivalent (required)

Experience:

- Minimum 7- 10 years of progressive experience in Finance and controllership.
- At least 5 years as Financial Controller, Deputy Financial Controller, Head of Controls or an equivalent senior role in a large bank, MFI or NBFI with a portfolio above TZS 150 billion; hands-on Temenos T24 experience is an added advantage
- Demonstrated command of financial statements, general-ledger oversight, reconciliations, accounting operations, month-end/quarter-end/year-end close and management reporting.
- Proven experience in end-to-end process mapping, segregation-of-duties design, transaction review, root-cause analysis, and testing the design and operating effectiveness of manual and automated controls.
- Proven track record of building and running control environments across a distributed, high-volume branch network, including cash and disbursement controls, fraud reviews, field engagement and physical-verification programmes.
- Deep expertise in T24 controls and IFRS, including IFRS 9 control implications; strong working knowledge of Bank of Tanzania regulations; Tanzania Revenue Authority exposure is desirable.

Knowledge, Skills and Competencies:

- Strong technical command of financial statements, general-ledger integrity, reconciliations, close management, financial reporting, internal control and compliance.
- Mastery of Temenos T24 (R19+), including parameter setup, limits, overrides, user access, maker-checker workflows, audit trails and general-ledger structure.
- Advanced capability in control design and testing, segregation of duties, end-to-end process mapping, risk-and-control matrices, transaction analytics and root-cause analysis.

- Advanced Excel, Power BI and other analytical tools highly desirable.
- Exceptional analytical rigour, professional scepticism, attention to detail and ability to convert findings into practical corrective actions.
- Strong field-engagement and teamwork skills, with the ability to listen, coach, challenge constructively and work across Finance, Operations, Technology and assurance teams.
- Ability to communicate complex technical issues clearly to non-Finance audiences and senior leadership.
- Absolute integrity, sound judgment, decisive escalation and proven ability to build high-performing teams.

Employment type: Contractual

Salary: Negotiable

About BRAC International:

BRAC International (BI), a leading non-profit organisation, is on a mission to empower people and communities facing poverty, illiteracy, disease, and social injustice. Our vision is to create a world free from exploitation and discrimination, where everyone has the opportunity to realize their potential. We design proven, scalable solutions that equip people with the support and confidence they need to achieve their potential.

BRAC was founded in Bangladesh in 1972 and over the last five decades has grown to become one of the world's largest non-governmental organisations (NGOs), reaching over 100 million people. We started our first international operation by venturing into Afghanistan in 2002, building on lessons from our work in Bangladesh to support a nation devastated by war. Currently operating in 16 countries across Asia and Africa. Born, proven and led in the Global South, BRAC International brings a unique Southern perspective and commitment to continuous learning, providing a depth of insight, experience and evidence to meet the needs of diverse communities with humility and courage across Asia and Africa. To learn more about BRAC International, please visit (www.bracinternational.org.com)

Our Core Values:

Integrity: We approach our work with honesty and integrity.
Innovation: We innovate and iterate to improve our impact.
Inclusiveness: We foster inclusion to reach those who need it most
Effectiveness: We strive for effectiveness to better serve people in poverty

If you feel you are the right match for the above-mentioned position, please follow the application process to grab your dream opportunity!

External candidates are recommended to email their Resume with a cover letter and any supporting documents into a PDF file mentioning the job title as the subject matter to **recruitment.bi@brac.net;** mentioning a brief academic background, career summary, core competence, professional certifications (if any) etc. within 250 words.

Internal candidates are recommended to apply with their latest Resume including all job assignments in detail and a cover letter mentioning core competence and career aspiration with BRAC PIN and email to **internal.bi@brac.net copying their immediate reporting manager.**

BRAC is committed to safeguarding children, young people and adults, and expects all employees and volunteers to share the same commitment. We believe every stakeholder and every member of the communities we work with has the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation - regardless of age, race, religion, and gender, status as an individual with a disability or ethnic origin. Therefore, our recruitment policy and procedure include extensive background checks and disclosure of criminal records in order to ensure safeguarding to the fullest extent.

"BRAC International is an equal opportunities employer"