

VACANCY ANNOUNCEMENT - CHIEF FINANCE OFFICER (CFO)

POSTED ON 2 SEPTEMBER 2026

About WALIMU

The World Alliance for Lung and Intensive Care Medicine in Uganda (WALIMU) is a registered national non-governmental organisation with a mission to scale science that saves lives. WALIMU generates and translates research evidence into practical, sustainable solutions that strengthen health systems, transform patient care and improve health outcomes through capacity building, research, advocacy and Evidence-Informed Decision Making (EIDM).

WALIMU invites applications from accomplished, principled and results-oriented finance leaders for the position of Chief Finance Officer (CFO).

TITLE	Chief Finance Officer (CFO)
LOCATION	Kampala - Naguru, Uganda; with travel as required
REPORTS TO	Operations Director
FUNCTION	Finance, Grant Financial Management and Institutional Sustainability
ROLE LEVEL	Executive Management / Senior Management Team
START DATE	Immediate / as soon as practicable
APPLICATION DEADLINE	14 September 2026 at 11:59 PM (EAT)

Job Purpose

The CFO is WALIMU's enterprise finance leader and principal steward of financial integrity. The role leads financial strategy, accounting, grant finance, planning, treasury, tax and statutory compliance, internal control, financial systems, audit coordination and finance-team leadership. The CFO converts strategy into affordable plans and decision-quality information, safeguards assets, protects donor intent and enables sustainable growth.

Key Duties and Responsibilities

Financial Strategy, Sustainability and Planning

- Develop and execute a medium-term financial strategy covering reserves, liquidity, cost recovery, overhead efficiency and funding-concentration risk.
- Lead institutional, departmental, programme and award budgeting; maintain multi-year projections, rolling forecasts, scenario analysis and early-warning indicators.
- Advise leadership on affordability, resource allocation, programme economics and the financial implications of strategic decisions; challenge unaffordable or unfunded commitments.

Financial Reporting, Accounting and Internal Control

- Maintain a disciplined monthly close and produce accurate, timely and decision-oriented reports for management, the Board, donors and statutory bodies.
- Ensure complete books of account, reconciliations, controlled journals, payroll and asset accounting, management accounts and annual financial statements.
- Maintain robust controls over delegated authority, segregation of duties, procurement-to-payment, payroll, banking, advances, assets, system access and record retention.

Grant Finance and Donor Stewardship

- Lead proposal costing, full-cost budgeting, indirect-cost recovery, eligibility analysis, grant cash-flow planning and the translation of award terms into effective controls.
- Monitor restricted funds, burn rates, advances, foreign-exchange differences, forecasts to completion, procurement exposure and potential disallowed costs; resolve or escalate exceptions early.
- Own donor financial reporting, expenditure verification, due diligence, grant close-out and financial audit responses, including proportionate oversight of implementing partners and sub-grantees.

Treasury, Compliance and Value for Money

- Lead cash-flow, banking, liquidity, foreign-exchange and counterparty management; maintain sound bank mandates, maker-checker controls and payment safeguards.
- Maintain an evidenced compliance calendar and ensure timely URA, NSSF, NGO Bureau, URSB and other applicable returns, remittances, filings and regulatory responses.
- Confirm budget availability, funding source, donor eligibility, tax treatment and authority before material commitments; promote value for money through disciplined costing and monitoring.

Key Duties and Responsibilities (continued)

Governance, Risk, Audit and Assurance

- Maintain finance, grant, tax, fraud and liquidity risk registers, provide timely Board and committee papers, and preserve complete evidence for governance decisions.
- Coordinate management records and responses for external, donor, statutory, forensic and internal audits while safeguarding Internal Audit's independence.
- Escalate suspected fraud, material error, donor breach, regulatory exposure, liquidity threats or management override through the approved governance channels.

Systems, Data and People Leadership

- Lead the finance-systems roadmap, automation, data quality, access controls, audit trails, continuity arrangements and reliable management dashboards.
- Build a technically strong, ethical and service-oriented finance team; strengthen budget-holder accountability and embed effective finance business partnering.

Qualifications, Professional Experience and Competencies

- Bachelor's degree in Accounting, Finance, Commerce, Business Administration, Economics or a closely related discipline from a recognised institution.
- Full professional accountancy qualification as CPA(U) is mandatory, together with ICPAU membership in good standing and continued professional eligibility.
- ACCA or another internationally recognised professional accountancy qualification is an added advantage; a relevant Master's degree is also an added advantage.
- At least ten years of progressively responsible finance, accounting and grant financial-management experience, including at least five years in a senior finance or executive leadership role.
- Substantial experience in an NGO, research institution, public-health organisation, international development agency or similarly donor-accountable environment.
- Demonstrated responsibility for complex multi-donor portfolios, restricted funding, partner or sub-grantee arrangements, statutory compliance, audits, Board reporting and control remediation.
- Advanced capability in financial modelling, accounting or ERP systems, spreadsheets, analytics and the presentation of complex financial information.
- Exceptional integrity, professional courage, independent judgement, strategic thinking, people leadership, communication, collaboration and performance discipline.

Non-Negotiable Accountability Standard

No material financial, grant, tax, liquidity, fraud or control exposure may knowingly remain unsupported, unreported or without a documented owner, corrective action and escalation route.

How to Apply

Submit an application addressed to the Operations Director comprising a cover letter, a detailed CV, and copies of academic and professional qualification documents. State "Chief Finance Officer (CFO)" in the email subject line and send the complete application to: human.capital@walimu.org. No hard-copy applications will be accepted.

Failure to follow these instructions will result in automatic disqualification. Applications will be assessed strictly on individual merit and screened on a rolling basis; qualified candidates are therefore encouraged to apply immediately. Only candidates who meet the stated requirements should apply.

Submission deadline: 14 September 2026 at 11:59 PM (EAT).

Only shortlisted candidates will be contacted.