Finance Advisory Services Junior Associate

Private-sector style career development in a growing social enterprise; an excellent professional development opportunity for early career professionals.

Industry: Social Enterprise/Nonprofit/International Development
Function: Financial and operations analysis for strategic growth
Employer: One Acre Fund
Job Title: Finance – Advisory Services (FAS) Jr. Associate
Job Location: Rural Rwanda
Duration: Minimum 2 years commitment, full-time job

Organization Description
Most of the world’s poor are farmers, representing the largest and most uniform group of poor people in the world. One Acre Fund is a growing NGO in Kenya, Rwanda, Burundi, and Tanzania that is innovating a new way of helping farm families to achieve their full potential. Instead of giving handouts, One Acre Fund invests in farmers to generate a permanent gain in farm income. We provide farmers with a "market bundle" that includes education, finance, seed and fertilizer, and market access. Our program is proven impactful – every year, we weigh thousands of harvests and measure 50-100% average gain in farm income per acre. We have laser-like focus on generating better lives for the people that we serve.

We are growing quickly. In eight years, we have grown to serve 180,000 farm families with more than 2000 full-time field staff. Our approach has won widespread validation, winning grants from The MasterCard Foundation and Gates Foundation.
Website: www.oneacrefund.org.

Job Description
The Finance – Advisory Services (FAS) team is made up of in country associates that are the trusted advisors to country leadership teams in the area of financial sustainability. Taking vast amounts of financial intelligence from budgets, spending patterns and projected work plans, FAS provides concise, actionable advice around how to allocate scarce resources to best achieve the country’s scale and impact goals.

Your primary task will be to support the Rwanda FAS team, and the broader FAS team, with a combination of operational support and project management. Operational support will have you doing things such as tracking KPIs, generating and disseminating standard reports, and coordinating with budget managers in country. Projects work will involve working with the FAS team and department heads in analyzing financial data to determine task specific action plans.
Finance Advisory Services Junior Associate

Farmers First

around key deliverables such as pricing, total compensation and key expense line items (such as transportation and office stocking).

As a young organization, we are ready to hand over significant responsibility for specific, well-defined strategic initiatives. For this role we hope to find eager young professionals who can add immediate value through hard work, flexibility, and a willingness to learn on the job.

Primary Duties and Responsibilities
Typical tasks will include:

- **Annual Budget Facilitator and Champion** – Along with the rest of the Finance team, the FAS Jr. Associate will support the annual budgeting process, which includes tools training, workshop facilitation with department heads, and review of the compiled budgets.

- **Monitoring Top Budget Items** – The FAS Jr. Associate is tasked with pushing the country towards financial sustainability; to do this, you will be responsible for tracking the progress of our top five financial sustainability initiatives, providing strategic input into any pivot we should take in regard to our financial sustainability plan, and regularly updating leadership on our progress.

- **Supporting Financial Advisory Services Team to Determine Strategy** – Using the financial intelligence gained in the above priorities, the FAS Jr. Associate will work with the rest of the FAS team to ensure that a solid strategic plan is in place to meet all Impact and Scale goals, and that our financial performance aligns with the strategic plan.

- **Analysis and Presentations** – You will be tasked with analyzing financial and operational data and then turning that data into actionable ideas and consumable reports for operating managers or senior finance staff to use.

Career Growth and Development

One Acre Fund invests in building management and leadership skills. Your manager will invest significant time in your career development. We provide constant, actionable feedback delivered through mentorship and through regular management consulting-style career reviews. We also have regular one-on-one meetings, where we listen to and discuss career goals, and work collaboratively to craft roles that each person can be passionate about. Because of our rapid growth, we constantly have new high-level roles opening up and opportunities in many functions. This results in fast career growth for our staff.
Qualifications
We are looking for truly extraordinary candidates that will help take our organization to the next levels of impact and scale. This is a competitive posting for a career-track role with minimum initial commitment of two years. Candidates who fit the following criteria are strongly encouraged to apply:

- Confidence with numbers and providing quick, insightful analyses of the stories behind the numbers.
- Ability to clearly communicate in a logical and structured way to an audience with widely varying levels of expertise and interests.
- Ability and drive to work independently, while effectively prioritizing potentially conflicting demands from various teams.
- Outstanding interpersonal skills, including both verbal and written communications.
- Experience with process design and implementation.
- Top-performing undergraduate background.
- A willingness to commit to living in rural areas of East Africa for at least two years – this is a long-term, career-track position with potential to grow into an East African or US-based management role.
- Ability to cook/ laugh/ extraordinary patience – all desirable.

Preferred Start Date
Flexible, but ideally summer 2016

Compensation
Starts modest. However, this is a career-track role with fast raises for performance, paying a meaningful salary for long-term placement in developing nations.

Benefits
Health insurance, immunizations, flight, room and board.

Sponsor International Candidates
Yes

To Apply
Submit resume and cover letter to Emory Erker-Lynch in the Buffett Institute (emory.erkerlynch@northwestern.edu) by February 8, 2016.