

# Vacancy:

## Chief Financial Officer (CFO)

Ref: 2025- 19



Comprehensive Community Based Rehabilitation in Tanzania (CCBRT) aims to be the preferred provider of accessible specialised health services in Africa and serves as a healthcare social enterprise, and through development programmes in the community and for the most vulnerable. Committed to preventing lifelong disabilities wherever possible, CCBRT is also engaged in extensive maternal and newborn healthcare (MNHC) activities, including obstetric fistula repairs. Its Maternity and Newborn Wing serves as a referral centre for high-risk and emergency deliveries in the region of Dar es Salaam and the Eastern Zone of Tanzania.

### Your role

To provide strategic financial leadership, guidance, and oversight across all CCBRT entities, ensuring long-term sustainability and growth. The CFO will act as a strategic advisor to the CEO, the Board, and Heads of Entities on financial positioning, resource mobilisation, opportunities, and risk management. While key Accountants within entities will report operationally to their respective Unit Heads, the CFO will maintain **strategic oversight**, ensuring strong financial governance, internal controls, compliance, and alignment to CCBRT's sustainability strategy

### KEY ACCOUNTABILITIES

#### 1. Strategic Financial Leadership

- Provide strategic financial advice and foresight to the CEO, Board, and Heads of Entities
- Drive the financial vision and sustainability strategy of CCBRT and its entities.
- Identify investment and income-generation opportunities, including Public-Private Partnerships (PPPs), donor funding, grants, and social enterprise models.

#### 2. Oversight of Entity-Level Financial Governance

- Set financial governance standards across all CCBRT entities.
- Ensure consistency in reporting, risk management, and compliance.
- Review and endorse budgets, forecasts, and financial plans developed by entity-based finance teams.

#### 3. Advisory Role to Business Units

- Support Heads of Entities in financial decision-making and strategic resource allocation.
- Review financial performance reports and advise on course correction when needed.
- Champion cost-efficiency, value for money, and long-term financial health.

#### 4. Financial System Design and Innovation

- Lead the design and enhancement of integrated financial systems and platforms across CCBRT.

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- Promote digital transformation in financial reporting and controls.
- Guide data-driven decision-making through analytics and real-time financial dashboards.

### 5. Capacity Building and Mentorship

- Strengthen financial leadership across entities by coaching finance teams and ensuring skills development.
- Build a community of practice among finance leads in all CCBRT units.
- Cultivate a strong financial culture that promotes accountability, transparency, and performance.

## Your Qualifications and Competencies

### Minimum Requirements:

- Degree in Accounting or Finance with CPA (Tanzania NBAA) or equivalent international certification.
- MBA, MPH, or related post-graduate qualification is an added advantage.
- Minimum 12 years of experience, with at least 5 years in senior financial leadership roles. Proven experience in strategy, donor reporting, grants management, and financial sustainability planning.
- Strong understanding of Tanzanian and international financial regulations and compliance standards.

### Key Competencies:

- Strategic Thinking and Financial Foresight
- Integrity and Ethical Leadership
- Advanced Financial Analysis and Modelling
- Business Acumen and Risk Management
- Stakeholder Engagement (Government, Donors, Partners)
- Innovation in Finance Systems and Reporting
- Change Management and Influence without Direct Authority
- High Emotional Intelligence and Coaching Skills

If you are interested, please submit your curriculum vitae with 2 references and a cover letter telling us why you believe you are the right person for the role.

CCBRT is an equal opportunity employer and encourages people with disabilities to apply. Please send your application via email to: [recruitment.ccbirt@ccbirt.org](mailto:recruitment.ccbirt@ccbirt.org). The selection process for shortlisted candidates contains several assessment rounds.

**Please indicate job reference number: 2025-19 | DEADLINE FOR APPLICATIONS: 1<sup>st</sup> August 2025**