



CHIEF FINANCIAL & ADMINISTRATIVE OFFICER

CORUSINTERNATIONAL.ORG

Position Specification

Ref: Chief Financial and Administrative Officer
Corus International

Our Client

Corus International, Inc. unites an array of nonprofit organizations and businesses, each with specialized expertise in health, economic development, impact investing, humanitarian assistance, and technology for development. Alongside communities and local partners in fragile settings, our expert teams integrate disciplines, approaches, and resources to overcome poverty and suffering for those living in the world's toughest and most difficult circumstances across Africa, Asia, Latin America and the Caribbean, and the Middle East. Our traditional and nontraditional approaches bring together the multi-dimensional, holistic solutions needed to truly achieve lasting change.

Corus features global public health leader IMA World Health, international development and aid organization Lutheran World Relief, technology for development consultancy CGA Technologies, impact investing firm Ground Up Investing, and direct-trade company Farmers Market Brands.

Corus is an international NGO registered as a 501(c)(3), with an annual budget of over \$130 million funded through institutional grants (USAID and foreign agencies) and unrestricted funding. It operates programs in 30 countries via multiple subsidiary companies. There are approximately 600 staff worldwide with 200+ in the US.

Corus is committed to diversity, equity, and inclusion in our worldwide workplace, and we believe that social justice and respect for the human dignity of every person are fundamental to all we do as an organization.

Further details about the organization can be found at: <https://corusinternational.org>

The Role

The Chief Financial & Administrative Officer (CFAO) will set an inspiring vision for the organization, not only for the areas they are directly responsible for, but the enterprise as a whole. This is an executive position at an organization that will be part of the next generation of international development organizations. The CFAO will report to the President & Chief Executive Officer, [Daniel Speckhard](#), and serve as a key member of the Corus Leadership Team.

The role will be responsible for providing high level, financial expertise and leadership to a complex organization with multiple government and diverse private funding sources to multiple entities, driving sustainable growth, establishing direction for both short and long term financial planning, evaluating and enhancing policies and procedures for the finance and accounting functions, and ensuring financial strategies are in place that support the mission and objectives of the organization.

The CFAO will lead a global team of finance and accounting professionals, ensuring that it partners effectively throughout the organization, delivering accurate, timely, and proactive information, planning, analysis, and services. The role will provide outstanding leadership to a team of 40 and manage 5-7 direct reports.

In addition to finance and accounting under the oversight of a global controller, the CFAO will maintain full oversight and management of core administrative functions, which include information technology (IT), grants and contracts administration, office operations, compliance, and procurement.

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The CFAO will actively communicate with Corus' Board of Directors and work closely with the Audit and Finance Committees. The role will also manage relationships and communications with financial institutions, external auditors, and other stakeholders. This position is also responsible for implementing and overseeing investment policies, including management of endowments, outside investment advisors and managers, and associated regulatory compliance.

Corus has a hybrid work policy, requiring 2-3 days per week minimum in the Washington, DC office, with Tuesday and Wednesday being mandatory in-office days. The employee must be available to work outside normal office hours, including weekends, as required to meet deadline-based deliverables. The employee must be able to travel as required for standard business purposes, both domestically within the US and internationally.

Candidate Profile

Corus is seeking a change agent who can set a vision for the department and serve as an exceptional leader of teams. The successful candidate will bring a proven track record of managing the finances of global, complex organization and the proven ability to implement best-in class accounting, financial, and administrative tools to support long term strategic planning, monitoring, and evaluation.

The CFAO will be a results-oriented leader with a proven track record of leading and overseeing accounting and financial operations in complex environments, possesses extensive knowledge of and experience managing federal government contracts, and can ensure compliance with regulatory requirements. They will possess extensive experience in and knowledge of managing federal government contracts. Further, they will have experience with ERP systems or equivalent solutions to manage day-to-day business activities of the organization, and developing and implementing sound, yet innovative financial management strategies.

The successful candidate will have exceptional communication skills and the ability to think creatively, challenge conventional thinking, and stay ahead of the demands of a dynamic and ambitious organization. This individual will have strong presentation skills and the ability to convey complex financial matters to diverse audiences, including non-financial professionals. Strong written, verbal, and presentations skills along with fluency in English are required. Additional fluency in French and/or Spanish are desirable.

The CFAO must have excellent management skills and the ability to motivate and inspire a diverse team of professionals from various technical backgrounds who are passionate about the mission. The CFAO will be values driven, accessible, with a high emotional IQ and a sophisticated understanding of the challenges facing a globally distributed organization working in difficult environments. This individual will break down silos, foster an environment of collaboration and partnership, and serve as the lead advocate for the Department.

The successful candidate will have impeccable integrity and discretion. They will demonstrate deep commitment to and actively promote the values and practice of diversity, equity, and inclusion, fostering an environment of belonging and trust.

In terms of the performance and personal competencies required for the position, we would highlight the following:

Setting Strategy

- The ability to create and articulate an inspiring vision for the organization, not only for the areas they are directly responsible for, but the enterprise as a whole.

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- The inclination to seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy.
- An entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.
- The ability to effectively balance the desire/need for broad change with an understanding of how much change the organization is capable of handling, to create realistic goals and implementation plans that are achievable and successful.

Executing for Results

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving and assessing progress toward results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks with mitigating plans of action.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the organization.

Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges, and exhibit a steadfast resolve and relentless commitment to higher standards, which commands respect from followers.
- A leader who is self-reflective and aware of their own limitations; leads by example and drives the organization's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- An ability to inspire trust and followership in others through compelling influence, powerful charisma, passion in their beliefs, and active drive.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

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Contact

Russell Reynolds Associates has been exclusively retained for this search. Individuals interested in applying are invited to submit in electronic form (Microsoft Word or Adobe PDF files preferred), a curriculum vitae, and brief explanation of interest to CorusInternational_CFAO@russellreynolds.com. Inquiries and nominations should also be sent to this address.

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