

JustinBradley's client, an international nonprofit is looking to add a Global Controller to their team. Corus International is a parent company of a family of world-class organizations working to deliver the holistic, lasting solutions needed to end extreme poverty once and for all. Corus International is a global leader in international development, with 150 years of combined experience across their brands. The nonprofit and for-profit subsidiaries include IMA World Health and its fundraising brand Corus World Health, Lutheran World Relief, CGA Technologies, Ground Up Investing, and Farmers Market Brands. Corus International's more than 600 employees around the globe are experts in their fields and dedicated to helping the world's most vulnerable people break the cycle of poverty and lead healthy lives.

At Corus, they believe that good only grows stronger and they reflect that belief in their workplace culture. Corus values every employee's specialized area of expertise and nurture professional growth. They promote an engaging and supportive work environment, where employees feel enabled and driven to innovate, learn and collaborate. And because their subsidiaries often function as partners, their employees have the opportunity to work across their enterprise family.

The **Global Controller** is a key leader within the Finance and Administration function. Functionally, this role is responsible for the U.S. based and international accounting, compliance and financial reporting functions which include multiple entities with a combined annual budget of \$160M funded through private donors, foundations, corporations and U.S. government grants and contracts. The Global Controller will also provide high quality, timely data and analysis to inform strategic decision-making.

Corus' financial systems have historically been a blend of software solutions alongside manual processes to deliver timely reporting. In 2024 a thorough review began, which has led to initial upgrades to several software solutions enabling seamless links and reducing manual processes. This work will continue into the coming years and the Global Controller will play a key role in the design, implementation, deployment, and adoption a new cloud-based, fully integrated and highly automated Finance & Accounting solution. The successful candidate will need to be able to prove adaptability to hybrid systems which are in transition and have very strong data skills alongside their accounting skills.

The Global Controller will be an experienced leader of people with strong communication skills and deep experience in multi-entity nonprofit accounting, fund and project accounting, and data management.

Highlighted Responsibilities:

- Direct, support, and where necessary, perform the duties of general and international accounting, multi-entity consolidation, internal and external financial reporting, budgeting and analysis, and cash management.
- Ensure the integrity of financial systems and data for all internal and external financial reporting. Current financial systems include MIP and Quickbooks for general accounting, Adaptiv as the database for management performance reporting and Anybill for accounts payable.
- Lead a comprehensive quality control review process on all significant classes of transactions including routine and non-routine transactions, including but not limited to:
 - Oversight on valuation of inventory and processes to optimize inventory turnover and improve reporting accuracy.
 - Evaluate compliance of leasing module with ASC 842 requirements and operational efficiency.
- Review and validate fiscal year end close processes, including consolidation of financial statements, intercompany reconciliations, and preparation of financial reporting packages.
- Review and validate reporting packages, identifying and addressing discrepancies ahead of management review and audit submission.
- Manage the annual external audit and ensure adherence and compliance with US Generally Accepted Accounting Principles (GAAP), Uniform Guidance (UG), applicable regulatory and governance requirements including internal policies and procedures, donor requirements, and municipal bond covenants.
- As needed, support the Business Development Office audit processes, including timely responses to audit queries, preparation and submission of required documentation, and proactive identification and resolution of potential audit risks to ensure a smooth and efficient audit process.

- Continuously review the organization's understanding and documentation of processes/procedures for improved transaction recordation, program consolidations, and financial reporting
- Influence best accounting practices across the global organization and support organizational, process and technology transformation.
- Lead and direct the allocation of direct and indirect costs across projects and entities while addressing challenges in indirect cost recovery and overhead allocation.
- Consolidate program activity across entities, ensuring accurate tracking of direct and allocable costs.
- Collaborate with and support the development, implementation, and oversight of required financial systems, policies, procedures, and internal controls.
- Provide high quality, timely data and analysis to inform strategic decision-making for the Leadership Team, Board of Directors, and other stakeholders.
- The Global Controller leads Corus' HQ Accounting Team and will have indirect reporting relationships with the county office Finance & Accounting teams. The Global Controller will work closely with the Financial Planning & Analysis, Global Operational Services and International Finance teams.

A well- qualified candidate will possess the following:

Education and Experience:

- Bachelor's degree in Accounting, Finance or related field and at least 10 years' relevant and progressively responsible experience to include accounting/finance leadership in a large multi-million-dollar global federal government contracting and/or international NGO nonprofit environment a must; or the equivalent combination of education and/or experience.
- Active CPA required.
- Experience directly leading, training and developing a team.
- Experience with MIP or similar systems for general accounting and database reporting applications.

Knowledge, Skills and Abilities:

- Knowledge of U.S. Government regulations.
- Exceptional analytical and innovative problem-solving skills with the ability to handle multiple tasks under tight deadlines and competing priorities.
- Effective communicator, able to convey complex financial matters to non-financially trained professionals.
- Strong written, verbal, and presentations skills along with fluency in English are required; additional proficiency in French and/or Spanish would be desirable.

Additional Notes:

Physical and Mental Requirements:

- The physical requirements that may be needed to execute responsibilities may include bending, standing, and walking, etc.
- The mental requirements that are essential to satisfactorily executing the responsibilities outlined in this job description include, but are not limited to: learning new tasks, comprehending, and retaining information, completing tasks independently, effectively communicating verbally and in writing, demonstrating proficiency in using computer software to perform assigned tasks.

Other Duties:

- This job description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities for the position. Duties, responsibilities and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor. Global positions that are bound by contracts will not be changed without notice and approval.

Working Conditions, Travel and Environment:

- Corus has a hybrid work policy, allowing work to be done remotely; two days per week (Tuesday and Wednesday) in the Baltimore office are required. The employee must be available to work outside normal office hours or weekends as required.

- This position must be able to travel as required for standard domestic and international business purposes. While performing the duties of this job in different locations, the employee may be exposed to precarious settings under high-security risks and/or very basic living conditions and outside weather conditions, as well as to infectious diseases.
- Must have authorization to work in the country of assignment.

As a member of the Corus Family, each employee is expected to:

- Foster a work environment where everyone feels valued and included.
- Support employees' evaluation and promotion processes based on skills and performance.
- Promote a safe, secure, and respectful environment for all members of Corus family, stakeholders in general, and particularly for the communities we serve.
- Follow Corus Code of Conduct helping to prevent any type of abuse including workplace harassment, sexual abuse and exploitation, and trafficking in persons.
- Adhere to the Organizational Core Values.

JustinBradley is an EO employer – Veterans/Disabled and other protected categories