



POSITION: Director, Finance and Accounting

LOCATION: Remote, UK or EU preferred.

ABOUT RAP

For more information on RAP, including our thought leadership and publications, please visit our website: <https://www.raonline.org/about>.

REPORTS TO

Chief Executive Officer

SUPERVISORY RESPONSIBILITIES

Line manages Senior Accountant and Finance Administrator.

JOB SUMMARY

The Director of Finance manages the strategy and optimization of RAP's global finance function. This pivotal leadership role ensures sound financial stewardship, strategic planning, and operational excellence across a multinational nonprofit. The ideal candidate has extensive experience with international accounting, multi-currency operations, and nonprofit compliance, and is passionate about mentoring others.

ESSENTIAL FUNCTIONS

- Lead RAP's global financial operations across the US, UK, EU, and other jurisdictions.
- Oversee the preparation of financial statements; manage monthly and year-end closings, intercompany reconciliation, and currency conversions.
- Manage RAP's international banking operations, including multi-currency cash management, foreign wire transfers, and currency exchange risk.
- Ensure compliance with international accounting standards (GAAP, UK Companies House, EU VAT, etc.) and nonprofit financial reporting requirements.
- Supervise and support the work of the Senior Accountant and Finance Administrator.

- Lead the annual organizational budget process and support departmental budget monitoring, including resourcing and billing rates.
- Drive the strengthening of programme and financial management across the organisation
- Analyze financial performance and provide strategic financial insights to the Board, CEO, and Senior Leadership Team.
- Serve as RAP's lead liaison with external auditors for the annual financial audit and tax filings (e.g., US IRS Form 990, UK/Europe statutory filings).
- Manage grant and contract financial components, including proposal budgeting, funder reporting, and financial compliance.
- Develop and maintain robust internal financial systems, controls, policies, and procedures.
- Mentor the Director, People Operations in nonprofit finance leadership, including reporting, compliance, and budgeting.
- Enhance financial reporting tools and dashboards to support transparency and data-driven decisions across global teams.

CORE COMPETENCIES

- Demonstrated expertise in international nonprofit accounting and global financial compliance.
- Strong knowledge of foreign currency conversions, international banking, and intercompany transactions.
- Experience working with cloud-based accounting systems (e.g., Sage Intacct) and integrated platforms (e.g., Nexonia).
- Excellent analytical, organizational, and strategic planning skills.
- A collaborative communicator with the ability to coach and mentor others.
- Familiarity with international payroll practices and coordination with PEOs or local payroll providers is preferred.

MINIMUM QUALIFICATIONS

- BA or BS degree in Finance, Accounting, or related field (or equivalent experience).
- At least eight (8) years of progressively responsible finance experience, including international and nonprofit roles.
- Strong understanding of GAAP, fund accounting, and donor reporting.
- Proficiency in Microsoft Excel and modern financial software.
- CPA, CMA, CNAP or equivalent certification preferred.
- Based in the UK or EU with legal authorization to work.

PHYSICAL DEMANDS

The physical demands and work environment characteristics described here are representative of those necessary to perform the essential functions of this job. Reasonable accommodation may be provided to enable qualified individuals with disabilities to perform these functions.

RAP'S COMMITMENT TO JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

RAP team members are hired and compensated based on job-related qualifications and abilities. We strive to provide a work environment that allows our team members to feel safe and respected. We value the dignity and worth of each individual and do not tolerate any form of employment discrimination, including harassment, and any mistreatment due to race, color, sex, gender, age, religion or religious creed, national origin, ancestry, citizenship, marital status, sexual orientation, gender identity, gender expression, genetic information, physical or mental disability, military or veteran status, or any other characteristic protected by law.

RAP provides reasonable accommodation to qualified individuals with disabilities or based on a sincerely held religious belief, in accordance with applicable laws. If you need to inquire about accommodation or need assistance with completing the application process, please email hr@raponline.org.

COMPENSATION & BENEFITS

RAP recognizes the hard work and dedication of its staff members and provides best-in-class total rewards with generous paid time off, comprehensive health & wellness package, flexible work arrangements, and a competitive salary range in alignment with the regionally applicable market.

INTERESTED?

Please submit your application, consisting of a résumé or curriculum vitae and a cover letter by email to apply@raponline.org.