

## Director of Finance

Are you ready to use your finance acumen and business building instincts to help correct the vision of millions of people in India?

VisionSpring, an international social enterprise seeks a hands-on, analytical finance professional who has an enthusiasm for business intelligence and efficient operations. S/he will be responsible for finance for a rapidly growing organization.

We are seeking a dynamic individual who is pro-active and methodical in maintaining consistent, transparent financials and compliance, and tenaciously strengthens controls and streamlines processes. The Director will oversee a budget of INR 150 million, and will be responsible for accounting, financial reporting, budget planning and forecasting, tax/audit execution, and statutory compliance. The Director will manage a team of five direct reports in finance and will also work closely with the legal and the supply chain departments. The Director will be based in Noida (Delhi NCR), India. S/he will be a member of the India management team reporting to the Country Director and will collaborate closely with the Vice President of Global Finance and Administration in the United States.

### About You

- You build businesses. You play a central role in creating the underpinnings for customer satisfaction and healthy expansion; and help drive the strategy of the entire enterprise.
- You see the big picture. You use technology solutions to generate real-time insights into the business at all times.
- You are adept at operational KPIs, in addition to financial metrics. You foster a culture of analytics and performance.
- You value precision. Numbers are prepared on time and your team strives for accuracy. You create clarity for external parties - investors, auditors, and partners.
- Your world needs to be predictable, so you make it so. Instinctively you create routines and manage risks. You help others appreciate the need for structure and repeatable processes.
- You enjoy the mental gymnastics of applying best practices from both traditional businesses and non-profits.
- You may have the title of Director but you work alongside your team. You roll up your sleeves and get your hands dirty when necessary. You work hard and approach each day with humility and a desire to keep learning.

### About Us

- We are creating access to affordable eyewear, everywhere. Clear vision creates opportunities for increased learning, work, safety, civic participation, and quality of life.
- As a social enterprise, social change motivates us first. Our focus on sales and revenue targets serves and advances our mission objective - to increase functioning, productivity, and income

earning potential for our low-income consumers by correcting refractive error with eyeglasses.

- We are working to transform the systemic dysfunction of an optical market that has failed to deliver eyeglasses - a 700-year-old technology - to 2.5 billion consumers in need of vision correction, most of whom live on less than \$4 a day.
- We serve low-income consumers, not as beneficiaries but as customers. Our customers expect a high-quality and affordable product, and they will spend limited discretionary income for the immediate and tangible benefits of vision correction.
- By selling eyeglasses, we awaken new demand and seed a viable market. By selling new eyeglasses we are able to serve four times as many people per dollar input than the alternative of donating recycled ones. To efficiently scale, we must deliver each new unit with lower cost.
- We run our business on both sales metrics and social impact measures. We exploit a range of organizational forms and practices to get the job done.
- We believe in scaling our impact, not our organization. We are a lean team of doers.

## What You'll Do

### Financial Management

- Proactively work with your team to ensure financial reporting needs are met; analyze and present timely, accurate financial reports; communicate monthly and annual financial statements.
- Oversee all financial and project/program accounting; collate financial reporting materials for all donors as necessary.
- Lead the annual audit process, involving internal and the external auditors and the finance committee of the board of directors.
- Lead the annual budgeting and business planning process with the Country Director and the other Directors; monitor performance and changes and keep senior leadership team abreast of the organization's financial status.
- Manage cash flow and forecasting to support operational requirements. Ensure adherence to billing and collection schedules.
- Improve financial policies and accounting practices; maintain an up-to-date finance manual; foster adherence to SOPs.
- Effectively communicate critical financial matters to the senior leadership team.

### Other Areas

- Collaborate with the legal department to ensure that all statutory compliances are followed in a timely manner and the organization continues to be legally compliant.

- Ensure good knowledge and awareness of local laws are maintained in the organization, and monitor relevant changes/revisions thereof.
- Collaborate with the supply chain department to monitor routine inventory cycle counts and ensure stringent warehouse record-keeping in line with financial best practices.
- Liaise with the SAP and IT team as needed and monitor the implementation of the new accounting system.

### What's Required

- Minimum of a CA or a related MBA degree.
- 10 to 15 years of overall professional experience; with at least 5 to 6 years of managerial experience in finance.
- Personal qualities of integrity, credibility, and dedication are essential to this role.
- Prior responsibility for the quality and content of all finance functions including audit execution, budget preparation, and investor reporting.
- Experience with consolidating multiple sets of books across multiple businesses.
- Technology savvy. Prior experience with SAP is a plus.
- Prior experience in a high-growth environment
- Track record of managing statutory compliance, reporting, negotiation of contracts and agreements with financial institutions, etc.
- Knowledge of Indian business and taxation laws with respect to different legal entities. Knowledge of Corporate Social Responsibility (CSR) Act and Foreign Contribution Regulation Act (FCRA) is a plus.
- The ability to communicate effectively and clearly with counterparts in India and the United States.

### Compensation

Based on experience and education and competitive for a social enterprise. We offer competitive benefits, including health insurance and generous vacation/personal time.

### To Apply

We want to know more than just what you have done. We want to know who you are. What are the passions and talents that draw you to this role?

Please submit your application, including a thoughtful cover letter and your CV/resume, to: [hr.india@visionspring.org](mailto:hr.india@visionspring.org) latest by November 19, 2018. Include your last name and "Director of Finance" in the subject line.

Please note, only candidates to be interviewed will be contacted.  
VisionSpring is an Equal Opportunity Employer.