



IJM Director of Finance

Who We Are

IJM is the global leader in protecting the poor from violence in the developing world. Our global team of over 1,000 professionals are at work in over 25 offices. Together, we are catalyzing a global revolution that will rescue millions, protect half a billion, and make justice for the poor unstoppable.

Motivated by God's call to seek justice for the oppressed, we believe that the way we work is as important as the results we achieve. We are a global community that cares for one another. We value joy and celebration, and we strive to provide professional excellence to all those we serve.

The Need

After nearly two decades of continued growth and operational success in pioneering the work of protecting the poor from violence, IJM has become an \$80 million organization with 1000 global employees. As IJM continues this trajectory of growth and scaling of its impact, IJM Canada's Executive Director is seeking a collaborative leader to provide overall oversight, strategy and direction of IJM Canada's financial decisions, supports implementation of financial software. While leading development of policy in line with legislative and regulatory requirements, liaisons with IJM Canada's Board of Directors and Finance Committee, and empowering the consolidation of the financial operations, accounting, reporting, and budgeting. For this role, IJM is seeking a strategic and visionary thinker with a meticulous and relational approach to building and implementing financial best practices.

This position is based in the Greater Toronto Area and reports to the Executive Director.

Responsibilities:

- Monthly reporting for revenue, accounts receivable, accounts payable.
- Assurance of the integrity of financial data included in IJM's internal and external reports and annual financial audits.
- Provides guidance and ensuring implementation of effective and efficient policies, processes and adequate internal controls within all Canadian based locations to guarantee the safety and efficient use of IJM's resources while mitigating the risks.
- Assists the Executive Director and Director of Operations with strategy and leading team through annual budgeting process.

Requirements:

- Licensed CPA or an Advanced degree in Accounting;
- At least 5-7 years' experience as an accounting or audit manager, with three or more years in the international development environment;
- Excellent interpersonal skills;
- Articulate communicator, able to make finance and accounting concepts and processes clear to fellow accounting professionals and non-accountants alike;

- Ability to effectively communicate and collaborate with people from diverse cultures and disciplines;
- Capacity to fairly and objectively understand the effectiveness and outcomes of policies and activities and implementing appropriate adjustments;
- Ability to remain winsome, professional, loving and engaged in professional disagreement or conflict;
- Ability to maintain the posture of a servant, ensuring that our customers succeed;
- Superior knowledge of CA Generally Accepted Accounting Principles, International Financial Reporting Standards, and the regulations for the Canadian Revenue Agency;
- Experience and mid-level competency with Microsoft Office; and
- Experience with ERPs, and electronic financial and accounting systems.

Critical Qualities:

- Mature orthodox Christian faith as defined by the Apostles' Creed;
- Winsome;
- Driven;
- Tenacious problem solver;
- Compelling conversationalist and intelligent listener;
- Exceptionally high level of honesty and integrity;
- High standard of personal discipline;
- Sustained positive attitude; and
- Comfortable relating to an audience of diverse people and personalities.

What does IJM have to offer?

- A generous compensation plan;
- The chance to work in an engaged and positive work culture where employees are valued;
- Coaching, professional and personal development, and staff care;
- The opportunity to make a difference in the world;
- More than a place to work—strive to be a community of spiritual formation, helping our staff work out God's call to justice in their lives.

Upload Resume, Cover Letter & Statement of Faith* in one document.

***What is a statement of faith?**

A statement of faith should describe your Christian faith and how you see it as relevant to your involvement with IJM. The statement can either be incorporated into the cover letter or submitted as a separate document and should include, at a minimum, a description of your spiritual disciplines (prayer, study, etc.) and your current fellowship or place of worship.