



Job Announcement

Regional Finance Manager, Accounting & Analysis

Department: Finances

Report to: Regional Finance Director

Direct reports: country finance managers

Location: Abidjan/Bamako

Type of contract: Local contract (fixed-term contract)

About Musso

Musso believes that no one should die waiting for health care. We build health systems to save lives by reaching patients faster, within hours of becoming ill. To do this, we partner with communities facing extreme poverty. Musso has spent more than a decade creating and improving our proactive care model, preparing it to serve the global effort for universal health care. We have documented rapid improvements in the health of the populations we serve: a 2018 study found that the communities we care for in Mali, which previously had some of the highest infant mortality rates in the world, now have lower infant mortality rates than any other country in sub-Saharan Africa for five years and have finally reached a rate comparable to the United States. Access to patient care has increased tenfold. Musso is now serving the governments of Mali and Côte d'Ivoire in their efforts to translate the results of this research into national policy and practice.

We are providing proactive health care to 370,000 patients in peri-urban and rural areas of Mali, and in 2022, we are expanding our direct service to several districts in Côte d'Ivoire, ultimately reaching an additional 247,000 patients. Musso's team provides technical assistance that helps several governments build their national community health and primary care systems to pursue universal early access to care, maternal health, and child survival. We integrate rigorous academic research and strategic advocacy to identify and share strategies that can accelerate global efforts for child survival, maternal health, and universal health care. Given the transformations in health care access and survival that Musso has documented, over the next five years, our direct service, research, and advocacy will work to advance a new model of care for community health systems. To learn more about our work, visit www.mussohealth.org.

Role Purpose

The Regional Finance Manager, Accounting & Analysis serves as the bridge between accounting operations and strategic financial planning. The role ensures accurate and timely financial close, strengthens balance sheet integrity, and drives high-quality financial analysis to support decision-making and organizational sustainability.

Responsibilities



- **Month-End and year end Close Governance**
 - Coordinate and oversee month-end close across Finance Managers
 - Ensure adherence to close calendar and deadlines
 - Review quality of journal entries and reconciliations
 - Identify bottlenecks and improve processes
 - Improve data quality
 - Reduce close cycle time
 - Standardized reporting templates
 - Year-end and audit oversight/coordination. Technical leadership for COs in preparing for internal and external audits and responding to audit issues and follow up with the implementation of the audit recommendations.
 - Technical interface with accounting software support and software development team on accounting, controls, and compliance.
 - **Balance Sheet Oversight**
 - Review balance sheet reconciliations monthly
 - Ensure completeness, accuracy, and aging review
 - Identify risks, unusual balances, and variances
 - Maintain balance sheet review checklist
 - **Budget planning and monitoring**
 - Contribute to the development of multi-year strategic and financial plans and being accountable for monitoring delivery against financial plans through targeted financial analytical review.
 - Contribute to development of budget performance measures and monitoring systems that support Musso's strategic direction.
 - Provide strategic analysis on the overall financial health of the country programs and collaborate across the teams and with country programs on corrective actions and support plans.
 - Produce monthly BVA package
 - Analyze spending vs budget and trends
 - Draft financial narratives
 - Prepare insights for leadership team
 - Distribute BVA to budget holders
 - Follow up with budget holders on variances
 - Coach non-finance managers on financial interpretation
 - Improve financial literacy across organization
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 - **Compliance and Risks**
 - Ensure the verification and validation of transactions according to the SoD
 - Oversight of country offices ensuring compliance with local laws, taxes, regulations, Musso/donor policies and procedures.
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- Manage and consolidate the regional finance data. Based on comprehensive analysis and knowledge of countries,
- contribute in prioritizing and flagging high and medium risks backed by financial and narrative commentaries.
- Understand and mitigate key elements of the company's risk profile and regularly report risk issues to the RFD.
- **Capacity Building and Mentorship**
 - Capacitate finance teams and non-finance staff
 - Provide orientation for new finance staff in country offices on MUSO Policies.
 - Ensure all COs have updated copies of the Muso policy and procedures and help COs develop and improve local policies and procedures that are realistic and conform to general principles.
 - Provide policy clarifications and assistance to the COs as new policies get rolled out.
- Perform other duties as assigned by the supervisor.

Profile required

Core competencies

- Computer fluency; highly competent using MS Word, Excel, PowerPoint, and experience working in complex financial systems under ORACLE, Knowledge of NetSuite will be an asset.
- At least five years of country office financial management experience in not-for-profit organization (with US GAAP knowledge important)
- Experienced in preparing both financial and management finance statements and accounts, including for overseas offices.
- Experience of working in a fast-paced environment with high levels of change and quick turnaround times, whilst delivering to the highest standards.
- Ability to synthesize information and propose solutions; to work independently and judge when to ask for advice or inputs.
- Excellent communication skills (written and oral French – English), including the ability to communicate and present to key stakeholders at all levels within the organization.
- Ability to travel frequently to sites within Mali, Cote d'Ivoire and other potential international locations.
- Excellent attention to detail; planning, management, and coordination skills.

Technical and Academic requirements

- Bachelor or master's in accounting, or Finance.

Behaviors and Leadership

- Cultural awareness and the ability to work collaboratively in an international environment with people from diverse backgrounds and cultures.
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- including the ability to communicate and present to key stakeholders at all levels within the organization.
- Strategic finance business partner with strong influencing skills, sharp business acumen and sound judgment

Salaries and Benefits

We offer an attractive compensation policy and health insurance. This position will receive time off in accordance with local regulations. This role will also receive support for professional development opportunities.

Musso is an equal opportunity employer. We believe in creating a diverse community and strongly encourage people of color, female candidates, as well as candidates with lived experience in underrepresented communities to apply.

To apply

To apply to the Regional Finance Manager, Accounting & Analysis, please submit a resume and cover letter to recrutement@mussohealth.org with Regional Finance Manager, Accounting & Analysis Application in the subject line.

Application deadline: no later than Friday, 20 March 2026.

⚠ Applications will be assessed as they are received. Only selected candidates will be contacted to continue the process.

PS: Candidates identifying as minorities are encouraged to apply.