



EMPLOYMENT ADVERTISEMENT

Job Title: Finance Manager
Department: Finance
Supervisor: GFU Director
Job Type: Full Time
Duration: 12 Months (Renewable subject to satisfactory performance)
Location: Fort Portal City, Uganda

About Good Forests Foundation Uganda:

Good Forests Foundation Uganda (GFU) is a local NGO that evolved from Fairventures Worldwide (FVW), an international NGO founded in Stuttgart, Germany. FVW commenced operations in Uganda in 2018, and in August 2025 successfully transitioned into a fully registered local independent entity under the name "Good Forests Foundation Uganda." Today, GFU is proud to continue the impactful legacy established by Fairventures Worldwide, with a focus on sustainable forestry and community development.

GFU builds on the strong legacy of Fairventures Worldwide, focusing on sustainable forestry, agroforestry and community development. The Foundation is committed to restoring degraded landscapes, strengthening rural livelihoods and enhancing climate resilience through large-scale tree planting and agroforestry systems.

GFU is seeking to recruit a **Finance Manager** to provide strategic financial leadership and oversee the organisation's financial operations.

Job Summary:

The Finance Manager will provide strategic and operational financial leadership to GFU and its projects. The role is responsible for financial planning, budgeting, forecasting, reporting, compliance and internal controls, while providing oversight and guidance to Finance, HR, Procurement, and Operations functions. The Finance Manager will supervise the finance team and work closely with senior management to support sound decision-making and organisational sustainability.

Duties and responsibilities:

Reporting to the GFU Director, the Finance Manager will:

A. Financial leadership, planning & budgeting.

- Lead organisational and project-level budgeting, financial forecasting, cash flow management and long-term financial planning.
- Provide strategic financial advice to senior management through timely financial reports, budget variance analyses, scenario planning and forward-looking financial insights.
- Support management and the Board with financial insights to guide programme expansion, funding decisions, and sustainability planning.

B. Financial operations & internal controls

- Oversee day-to-day financial operations, including accounting, reconciliations, payments, payroll coordination and financial documentation.
- Ensure robust internal controls, accurate cost allocations and effective financial systems across multiple projects and funding sources.
- Strengthen financial policies, procedures and reporting tools to support organisational growth and operational efficiency.

C. Donor, statutory & regulatory compliance

- Ensure full compliance with donor requirements, statutory obligations and internal financial policies.
- Serve as the primary finance point of contact for donors on financial reporting, audits and compliance matters.
- Lead preparation of donor financial reports and support grant proposal budgeting and financial reviews

D. Audit, risk management & value for money

- Lead internal and external audit processes and ensure timely implementation of audit recommendations.
- Identify financial and operational risks and advise management on mitigation strategies.
- Review procurement and operational expenditures to ensure cost effectiveness, budget alignment and value for money.

E. Leadership, systems strengthening & cross-functional support

- Supervise, mentor, and build the capacity of the finance team, promoting accountability, collaboration, and high performance.
- Provide financial oversight and guidance to HR, Procurement and Operations to ensure efficiency, compliance and cost control.
- Strengthen financial systems, policies, procedures and reporting tools to support organisational growth.



- Build financial management capacity of non-finance staff and strengthen organisation-wide financial discipline.
- Perform any other finance-related duties as assigned by the GFU Director.

Preferred qualifications: Education and Experience

- a) Bachelor's Degree in Accounting, Finance, Business Administration, or a related field (required). A Master's Degree in a relevant field or professional accounting qualification (CPA, ACCA) is an added advantage.
- b) Minimum of 3-5 years' experience in a finance role, preferably within donor-funded projects or NGOs.
- c) Demonstrated experience in financial reporting, budgeting, forecasting and budget variance analysis.
- d) Strong knowledge of donor compliance and Ugandan statutory requirements.
- e) High integrity, strong results orientation and ability to work with minimal supervision.
- f) Excellent communication, analytical and interpersonal skills.
- g) Strong team player with a proactive and solution-oriented approach.
- h) Proficiency in Google Workspace tools (Sheets, Docs, Drive), Quick Books and other financial and documentation tools.

How to apply:

Interested candidates should submit **a cover letter and CV only** by email to:

The Human Resource Officer

Good Forests Foundation Uganda

Email: info.uganda@fairventures.org

Applications must be submitted **not later than 11th Feb 2026 5:00 pm EAT** on the closing date.

Please indicate **“Application for Finance Manager”** in the subject line of the email. Only applications that follow the stated instructions will be considered.

GFU is an equal opportunity employer and both qualified women and men are encouraged to apply for this position.

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