

Finance Manager (DR Congo)

Deadline:
05-01-2026

Contact person:
Zakaria Tarpouga

Place of Work:
Goma

Are you looking for an opportunity to lead a team of humanitarian professionals in one of the world's most challenging contexts? Are you able to steer an established programme towards excellence and growth, while ensuring strong financial accountability and compliance? Do you have solid experience in budget development and financial oversight?

If so, you might be our new **Finance Manager in the Democratic Republic of Congo**.

About DCA in DR Congo

DanChurchAid (DCA) has been implementing humanitarian programmes in the Democratic Republic of Congo since 2004. DCA works to protect vulnerable communities and to contribute to stability and social cohesion by addressing and mitigating the consequences of conflict and displacement.

Our interventions include mine action, protection (including GBV), Shelter & NFI, WASH, Multipurpose Cash Assistance (MPCA), and peacebuilding. DCA is also planning to expand programming into food security and livelihoods. A people-centred and localisation-driven approach is central to our work, recognising local communities as key agents of change and strengthening relationships between communities, authorities, and institutions.

Role and Responsibilities

The Finance Manager provides strategic financial leadership to the country programme, ensuring robust financial management, donor compliance, and support to programme growth. Key responsibilities include:

Financial Management and Compliance

- Develop, implement, and oversee financial policies, procedures, and internal controls to ensure accuracy, transparency, and integrity of financial reporting.
- Ensure compliance with donor regulations, DCA financial policies, and applicable national regulations, including SYSCBNL and other statutory requirements.
- Prepare and submit high-quality donor financial reports in a timely and compliant manner.
- Facilitate internal and external audits and ensure all documentation is properly prepared and available.

Budgeting, Planning, and Financial Analysis

- Lead the annual budgeting and forecasting processes in collaboration with programme and support department leads.
- Lead the inclusive budget development of all new projects, ensuring all sectoral and support costs are reflected in consolidated master budgets.
- Oversee budget implementation, monitor expenditures, and ensure budgets are respected.
- Prepare cost and funding plans and conduct financial performance analysis against approved budgets.
- Develop financial models and analysis to support strategic and operational decision-making.
- Monitor cash flow and ensure adequate liquidity to meet operational obligations.
- Identify financial risks and propose mitigation measures to safeguard the organisation's financial health.

Team Leadership and Capacity Building

- Lead, manage, and support the finance team, ensuring effectiveness, performance, and professional development.
- Develop adaptable financial tools and strengthen the capacities of finance, logistics, and programme teams in their use.
- Lead the contextualisation, dissemination, and regular updating of finance manuals and procedures, ensuring staff understanding of DCA and donor requirements.

Partnerships and Strategic Engagement

- Coordinate financial management of partnerships with local NGOs, including budgeting, reporting, compliance, and capacity building.
- Build and maintain productive relationships with banks, auditors, donors, government entities, and financial partners.
- Collaborate closely with senior management and programme leadership to support strategic

planning and country programme growth.

- Network with other INGOs to exchange practices and lessons learned in humanitarian financial management.

We are looking for the following qualifications and experience:

Required Qualifications

- Bachelor or master degree in Finance, Commerce, Accounting, or Business Administration.
- Minimum of 5 years of relevant working experience in international NGOs within humanitarian and development settings, including 2 years in a similar role.

Technical Skills

- Strong accounting skills and experience, including management of the general ledger, journal entries, payroll, and payables.
- Knowledge of relevant tax laws and statutory obligations; proficient in balance sheet interpretation and presentation.
- Experience in external donor reporting for international NGOs, including familiarity with major donors (e.g., US DoS, ECHO, EU, SIDA, DANIDA).
- Financial management skills with proficiency in computer accounting packages; understanding of government budgets and tax policies.
- Advanced computer literacy, particularly in Excel, and strong documentation skills.
- Full professional proficiency in French and English both written and speaking.

Essential Soft Skills

- Proven ability to work effectively in a team with minimal supervision and prioritize workload to meet deadlines.
- Strong planning, organizational, and negotiation skills.
- Exceptional analytical skills and strategic planning abilities.
- Ability to establish and maintain positive collegial relationships and collaborate effectively as part of a team.
- Willingness to travel and work in challenging environments as needed.
- Highly developed cultural awareness and the ability to work well in diverse international settings.
- Demonstrated crisis management and troubleshooting capabilities.
- Exceptional interpersonal and communication skills, including influencing, negotiation, and coaching.

We offer

- 12-month renewable contract.
- A competitive salary package
- 6 weeks of paid vacation.
- A generous R&R package.
- Accommodation in a spacious, shared house in Goma.
- Insurance as per industry standards.
- An opportunity to make a difference addressing humanitarian needs in a challenging environment.

Frequent travel to field locations is to be expected.

Only applications consisting as a minimum of a motivation letter and a CV will be considered and only shortlisted candidates will be contacted. Only applications in English uploaded through DCA's recruitment system will be considered.

Application deadline: 05 January 2026.

Start date: March 2026

Interviews will be held on a rolling basis. DCA reserves the right to select a candidate prior to the deadline.

For more information on DCA, please visit <https://www.danchurchaid.org/> or any questions related to the position, please contact Country Director TARPOUGA Zakaria (zata@dca.dk)

All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts an anti-terror check as

part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.