



CHIEF FINANCIAL OFFICER

AUGUST 2025

In partnership with:



OVERVIEW

Muso is a global health organization working to eliminate preventable deaths through rapid access to care. As Chief Financial Officer (CFO), you will lead Muso's financial strategy, strengthen systems, and ensure sustained impact. Candidates should bring strong financial leadership, nonprofit experience, a commitment to equity, and the resilience to lead through complexity. This is a unique opportunity to shape global health impact across West Africa through values-driven financial stewardship.



DETAILS

LOCATION: Preferably in one of Muso's Country Offices in Bamako – Mali, Abidjan – Côte d'Ivoire, or San Francisco – USA.

CLOSING DATE: 29 August 2025

STARTING DATE: As soon as possible

TYPE OF CONTRACT: Depending on the country of assignment*

SALARY: Depending on location
MALI: XOF 51,516,000 – XOF 55,332,000
CÔTE D'IVOIRE: XOF 64,190,880 – XOF 68,945,760
USA: USD 220,000

REFERENCE: MUSO-CFO

CLIENT WEBSITE: <https://www.musohealth.org/>

ABOUT MUSO

Each year, millions of people die of curable diseases because they do not get health care in time. Muso was founded by a group of Malian and American health care providers with a shared belief: that no one should die waiting for health care. Muso builds health care systems that save lives by reaching patients fast: community health workers bring health care to patients in their homes, and evacuate the sickest patients to redesigned clinics, free of charge. The communities Muso serves have achieved the largest, fastest reductions in child death rates ever recorded. To date, Muso has served more than half a million patients directly and supports national health care reform across Mali, Côte d'Ivoire, and Zambia.



ABOUT THE ROLE

The Chief Financial Officer (CFO) provides strategic and operational financial leadership to ensure Muso's long-term impact. Reporting to the CEO, the CFO oversees financial planning, budgeting, compliance, risk management, and grant stewardship across all countries of operation. They are a key partner in shaping organizational strategy, strengthening systems, and stewarding values through financial decision-making. This role is ideal for a leader who combines strong technical skills with the emotional intelligence and resilience required to lead across cultures, under pressure, and in service of equity.





PURPOSE OF THE ROLE

The CFO ensures Muso's financial sustainability and integrity, enabling the organization to scale its impact effectively. The role translates financial data into strategic insights for Muso's leadership, Board, team, donors, and partners. By fostering robust financial systems and accountability, the CFO supports Muso's capacity to pursue ambitious growth, strengthen partnerships, deliver rapid, high-quality healthcare in West and Southern Africa, and develop global solutions for maternal and child survival. The CFO ensures that budgets reflect Muso's values and strategy, telling the organization's financial story with clarity and purpose, and guiding decisions during a period of global health system challenges.

DUTIES AND RESPONSIBILITIES

STRATEGY AND PLANNING

- Lead multi-year budgeting, forecasting, and scenario planning to guide strategic decisions and growth.
- Provide financial analysis to improve efficiency and impact.
- Partner with senior leadership on budgeting processes and performance tracking.
- Engage the CEO, Board, and senior leadership with financial insights and reporting to support strategic alignment.

REVENUE AND CASH MANAGEMENT

- Align financial planning with fundraising efforts in coordination with the development team.
- Lead the preparation of donor budgets and finance reports. Craft financial narratives for quarterly and annual reports.
- Monitor cash flow, funding gaps, and grant spend-downs, to anticipate and prepare the organization for risks, threats, and opportunities.
- Represent Muso in donor and partner finance discussions.

SYSTEMS AND OPERATIONS

- Manage, build, and strengthen finance systems, policies, and compliance across all countries of operation. Ensure that finance systems are designed to meet team needs and support team performance.
- Manage, mentor, and support the finance team's professional development.
- Partner with HR to oversee U.S. payroll, benefits, and finance-related HR processes.

FINANCIAL AND RISK MANAGEMENT

- Ensure compliance with accounting standards (US GAAP/IFRS), audits, and donor requirements across all regions.
- Lead internal and external audits, internal controls, and risk mitigation.
- Anticipate, plan for, and manage financial, legal, insurance, and foreign currency risks to protect organizational assets.
- Translate financial data into compelling narratives that connect budgets and forecasts to Muso's strategy and impact.



QUALIFICATIONS, SKILLS AND EXPERIENCE

- Bachelor's degree in Finance, Accounting, or a related field (MBA, CPA, ACCA preferred).
- 10+ years in senior financial leadership roles, ideally as CFO or Finance Director in international NGOs or mission-driven organizations.
- Managed organizational budgets of \$10M+ and complex, multi-donor grant portfolios.
- Strong knowledge of U.S. nonprofit accounting (FASB ASC 958), donor compliance, and foreign currency risk management.
- Led external audits and financial system improvements across multiple countries.
- Fluency in French and English is required.
- Experience in or working with teams in West Africa is preferred.
- Proficient in budgeting, forecasting, financial reporting, internal controls, and audit processes.
- Skilled in financial modeling and strategic analysis to inform executive decisions.
- Strong command of financial systems (ideally NetSuite) and Microsoft Office Suite.
- Ability to communicate financial information to non-finance stakeholders.
- Experience in vendor negotiation and managing finance-related partnerships.



CORE COMPETENCIES

- **Mission Alignment:** Committed to Muso's mission, vision, and values, in pursuit of early access to care for all.
- **Strategic Thinking:** Aligns financial strategy with organizational goals across diverse country contexts.
- **Financial Acumen:** Demonstrates advanced technical knowledge in nonprofit finance.
- **Leadership & People Management:** Builds and leads high-performing, cross-cultural teams.
- **Strategic Communication:** Translates complex financial data into clear, compelling narratives that explain Muso's finances in terms of the organization's strategy and impact.
- **Integrity & Accountability:** Upholds ethical standards and financial transparency.
- **Problem-Solving & Adaptability:** Navigates challenges with proactive, solutions-driven approaches.
- **Cross-Cultural Collaboration:** Fosters inclusive teamwork across geographies.

TRAVEL

- Ability to travel to Muso country offices and program sites in Mali, Côte d'Ivoire, and Zambia.

EMPLOYMENT TERMS

The legal form of the contract will vary depending on the country of employment:

MALI:

The initial contract is for one year. It may be renewed twice for one year each, after which it automatically becomes an open-ended contract.

CÔTE D'IVOIRE:

The initial contract is for one year. It may be renewed once for an additional year, after which it automatically becomes an open-ended contract.

UNITED STATES:

Employment is offered on an "at-will" basis.

HOW TO APPLY

PIQUED YOUR INTEREST?

To apply for this role, please prepare your CV (in English) and a motivation letter (one page) that summarises how your profile aligns with the key requirements, skills and abilities of this role. Both files should be submitted in .doc(x) or .rtf format via this form: <https://mis.tl/cv>.

If you require **reasonable accommodation** in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please contact **Mission Talent**.

After submitting your application, you will receive an automated confirmation. If you do not receive this or have general questions about submitting your application, please write to **Mission Talent**.





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Mission Talent is a women-led, multicultural executive search firm with nearly 20 years of experience serving impact-driven organisations. Rooted in lived experience across the Global South, we bring sector expertise and a values-based approach to leadership recruitment and assessment. Our work is grounded in both global insight and local knowledge, with a commitment to lasting, transformative impact.

Contact us: wewontbite@missiontalent.com

