

Vacancy announcement

Position	Country Compliance and Transparency Manager	Starting date	ASAP
Location	Kabul, Afghanistan	Type of contract	Fixed Term
Contract duration	12 months, renewable	Security Risk Level	Very Risky (4/4)

About ACTED

Since 1993, as an international non-governmental organization, ACTED has been committed to immediate humanitarian relief to support those in urgent need and protect people's dignity, while co-creating longer term opportunities for sustainable growth and fulfilling people's potential.

ACTED endeavours to respond to humanitarian crises and build resilience; promote inclusive and sustainable growth; co-construct effective governance and support the building of civil society worldwide by investing in people and their potential.

We go the last kilometer: ACTED's mission is to save lives and support people in meeting their needs in hard to reach areas. ACTED develops and implements programs that target the most vulnerable amongst populations that have suffered from conflict, natural disaster, or socio-economic hardship. ACTED's approach looks beyond the immediate emergency towards opportunities for longer term livelihoods reconstruction and sustainable development.

With a budget of 190 million EUR in 2015, ACTED is active in 35 countries and implements more than 495 projects a year reaching over 11 million beneficiaries with 400 international staff and 4,300 national staff.

Country Profile (2015)

Number of projects	33
Number of areas	6
Number of national staff	507
Annual budget (EUR)	14.6M€
Number of offices	5
Number of international staff	10

Position context and key challenges

In Afghanistan, ACTED's strategy combines emergency aid and development programming aiming at providing holistic assistance and at addressing the various challenges faced by the country, with the overall goal of alleviating poverty and building resilience. For 25 years, ACTED has remained committed to supporting Afghans through diverse programming such as good governance, building the capacity of civil society, rural development, and emergency humanitarian response. ACTED continues to strengthen stock piling, contingency planning and preparedness, in order to provide timely assistance for those affected by natural or man-made disasters.

Providing emergency and recovery assistance for communities hit by conflict and natural disasters

Natural disasters affect approximately 250,000 Afghans each year. In addition, the past years have seen an influx in military operations and offensives led by armed opposition groups, resulting in the displacement of 197,000 individuals in 2015. ACTED responds to emergency needs by providing conflict and natural disasters-affected populations with emergency assistance in the forms of food and non-food items, vouchers or cash distribution. ACTED's interventions also aimed at supporting recovery, through participatory approaches to building back shelters and water infrastructure damaged by natural disasters, as well as disaster risk reduction through training.

Supporting the development of economic, education and livelihood opportunities for marginalized populations

To support marginalized groups such as farmers, youth, and women, ACTED works with cooperatives and farmers to enhance governance, production, access to agricultural inputs and training in order to support the development of sustainable livelihood opportunities in rural areas. Vocational training, literacy classes, and support to small business development are also provided to hundreds of women and youth, and Self Help Groups every year, providing over women with safe and supportive space to develop business activities. ACTED is supporting education through the construction of Youth Development Centers, and formal and informal education opportunities to approximately 14,000 girls.

Investing in governance and local civil society to improve service delivery and inclusive development

ACTED vision for development is of an inclusive, vibrant civil society, and accountable government. Focus in Afghanistan is placed on empowering youth and women, through providing training on human rights, promoting volunteerism, facilitating sports and cultural events and the creation of grass-root organizations such as youth councils, aligned with government strategies and development plans. ACTED is a major facilitating partner of the National Solidarity Program, the flagship program of Afghanistan, that supports governance at the village level, and has established and empowered close to 3,000 Community Development Councils across the country. ACTED also works closely with local civil society organizations, building their capacity and developing joint projects to reach vulnerable communities.

Key roles and responsibilities

1. Internal Audit management

1.1. Implement the approved national internal audit plan: conduct and supervise internal audit missions through a risk management approach

- a) Audit Plan: Draft, implement and update the country audit plan (including IP Due diligences);
- b) Conduct country Internal audit missions: plan, organize and conduct country/area audit missions according to the Country Audit Plan and the ACTED internal audit methodology;
- c) Review and approve the country/area internal audit missions conducted by the area / country audit and compliance team;
- d) Contribute in managing Implementing Partners relationship on compliance and audit aspects such as due diligences, mitigation plan follow-up;
- e) Suggest measures for mitigating such risks to the CD, discuss the main findings and recommendations with the CD during the mission; draft an action plan (AUD-04B) to be discussed with the CD during the debriefing session;
- f) Audit report: send the audit reports (AUD-04A) after regional and/or HQ approval;
- g) Ensure the recommendation follow-up and actively participate in their implementation.

1.2. Control the implementation of the ACTED standard guidelines and FLAT System at the capital, area and partner's levels

- a) Control the monthly flow of documentation from the Areas and Partners to the Capital office; Review documentation compliance level on a random basis;
- b) Supervise the National Compliance Officer in compiling, filing and checking all project related financial, logistics, administrative, HR, and programme information (including documentation from the areas and the partners) in the designated project Compliance FLATS folder on a monthly basis (FLA 01 and FLA 03);
- c) Support the Compliance Team in identifying the compliance issues by filling the compliance checklists (FLA 02);
- d) Link with the other departments, share the compliance issues identified and the action plan to mitigate the risk. Ensure the follow-up of the action plan (AUD 04B).
- e) Issue and/or review the Monthly Compliance Report (FLA 04) and the Audit TITANIC drafted by the Compliance Officer, obtain the Country Director review and approval and send it to HQ and Regional audit teams.

1.3. Control the compliance with country rules and regulations

- a) Support upon request the Country Director and/or the HQ Audit Director in litigation cases (staff, suppliers, etc.) follow-up;
- b) National and local legislation follow-up: in link with the Country Finance Manager and the Country Director, make sure that the national and local legislation is well followed (tax exemption, social security, labour law etc.);
- c) Tax/VAT exemption follow-up: in link with the Country Finance Manager and the Country Director, make sure that ACTED complies with tax laws and that tax/VAT exemptions are requested in a timely manner.

1.4. Provide support to mitigate the high risks identified

- a) Provide technical support to the Finance, Logistics, Admin, Audit and Programme departments and participate to the action plan implementation to mitigate the risks identified in 1.1, 1.2 and 1.3 upon request of the Country Director and / or the HQ Audit, Legal and Transparency Director.

2. External audit : ensure the external audit and the due diligences preparation and follow up

- a) Ensure the preparation of external audits and due diligences in close collaboration with the HQ Audit Department, the Country Finance Manager and the Country Director;
- b) Review and approve the draft of the External Audit preparation (AUD-01) and ensure the update of Project, FLAT & External Audit Follow-up (AUD-00) by the Compliance Officer;
- c) Train the implementing partners / country/area staff to the external audit preparation;
- d) Contribute, in line with the Country Finance Manager in managing external audit preparation related to Implementing Partners expenses.
- e) In close relation with the Country Director and the Country Finance Manager, facilitate and coordinate the audit, organize the kick off and close out meetings of each external audit;
- f) Draft ACTED Management responses to the audit report, to be approved by the Country Finance Manager and the Country Director first and then by the HQ Audit Department. Follow-up the reception of the signed audit report;
- g) Ensure the update of the External Audit Recommendations follow up (AUD-02) and ensure implementation of the recommendations from external audits;
- h) When relevant to a project or mission registration, provide technical support to select external audit companies.

3. Training sessions / lessons learn / best practices

3.1. Capacity building and Training

- a) Provide practical training on specific areas of ACTED procedures;
- b) Coach, train, and mentor Compliance staff in the country.

3.2. Lessons learn

- a) Contribute to proactive dissemination and use of knowledge gained through audit activities (internal and external audits) among international and national staff;
- b) Participate in kick-off /closure meetings to share lesson learnt from previous audit and highlight donor guidelines.

3.3. Process improvement

- a) Reinforce current procedures and the quality of ACTED internal control, based on international best practices, donors' requirements and results of internal & external audits;
- b) Upon request from the Audit Director, participate to the drafting of specific policies.

4. Transparency/Compliance Management

- a) Minimize risk of fraud and corruption by ensuring adherence to ACTED FLATS procedures, ACTED Code of Conduct and ACTED Anti-Fraud Policy;
- b) Upon request of the Country Director and/or the Audit Director, coordinate Fraud cases investigations;
- c) Ensure the Fraud Register (FRA-04) is well maintained and updated;
- d) Actively promote ACTED's anti-fraud and whistle blowing policy within all ACTED offices in country.

5. Team Leadership

- a) Update the organization chart and ToRs of the Compliance team according to the mission development;
- b) Plan & conduct Audit and Compliance recruitments & appraisals; train & build capacities of the Compliance staff in country; identify staff with potential, and contribute to internal mobility strategy;
- c) Ensure training and capacity building for the Compliance team members in order to increase the level of technical ability and skills within the department.
- d) Actively participate in country level coordination meetings by reporting on progress, and risks.

6. Other

- a) Provide regular and timely updates on progress and challenges to coordination and other team members;
- b) Warn the Country Director and HQ in case some major problems arise with a potential financial or reputational impact on the mission.
- c) Perform any other related activities as assigned by immediate supervisors.

Required qualifications and technical competencies

- Postgraduate diploma in Finance/ Audit or International Relations
- 3-4 years previous work experience in a relevant position
- Experience in Finance, Logistique, Administration
- Proven capabilities in leadership and management required
- Excellent skills in written and spoken English
- Strong negotiation and interpersonal skills, and flexibility in cultural and organizational terms
- Ability to work well and under pressure

Conditions

- Salary defined by the ACTED salary grid; educational level, expertise, hardship, security, and performance are considered for pay bonus
- Additional monthly living allowance
- Free food and lodging provided at the organisation's guesthouse
- Transportation costs covered, including additional return ticket + luggage allowance
- Provision of medical, life, and repatriation insurance + retirement package

How to Apply

Please send your application including cover letter, CV and references to jobs@acted.org under Ref: FLATM/AFG