



The WorldFish Center, located on the island of Penang, Malaysia, is a world-class scientific research organization. Our mission is to reduce poverty and hunger by improving fisheries and aquaculture. We have offices in twelve countries and engage in collaborative research with our partners in more than 50 countries. The Center is a nonprofit organization and a member of the Consultative Group on International Agricultural Research (CGIAR).

Unique opportunities have arisen for gifted individuals to contribute to the mission of the Center and make a personal impact on the lives of millions of less fortunate people in developing countries around the world. You could be one of the highly competent and motivated individual to fill the following position:

BUSINESS CONTROLS MANAGER

(Duty station: Egypt or other location in Africa)

Responsibilities:

- Reviewing the internal control systems operating in the WorldFish Headquarters and regional offices in ensuring the achievement of its business objectives in the following categories:
 - a) Effectiveness and efficiency of operations;
 - b) Reliability of financial reports submitted to WorldFish Headquarters by regional offices;
 - c) Compliance with the guidelines and standard operating procedures for WorldFish's regional offices;
 - d) Compliance with Memoranda of Understanding (MoU) with donors for projects managed from the office; and
 - e) Conformance with the host country agreement.

- Identifying responsibilities for any potential events, assessing risks and opportunities, selecting responses, thereby reducing the occurrence of losses. The policy provides for a process whereby:
 - a) A risk management culture is promoted in the Center;
 - b) The roles and responsibilities for risk management are defined;
 - c) All significant risks are identified in a systematic manner;
 - d) Risks are analyzed in terms of impact on the Center and likelihood of occurrence;
 - e) Risk treatments (mitigation measures) in place or under implementation are assessed;
 - f) Risk mitigation action plans are monitored; and

g) Status of risk management is reported both internally and externally.

- Supervising and leading a team of Project Accountants at the African regional offices in meeting the objectives and Key Performance Indicators (KPI) of the Project Accounting section;
- Preparing, tracking, analyzing and reporting center-wide budget and project spending status of the African regions;
- Assisting Finance Manager in the implementation and administration of the cost recovery system;
- Assisting Finance Manager in the planning, directing and controlling of relevant accounting functions, objectives and resources for the Project Accounting section in the regional offices assigned; and
- Coordinating with Program Leaders, Resource Mobilisation Office, Human Resources Unit and Financial Management Unit on budget preparation, grant revenue projections, staffs costs, comparative data and other accounting information.

Requirements:

- Bachelors degree in Accounting and/or Auditing with membership from an internationally recognized accounting and auditing institute, e.g. CPA Australia, Malaysian Institute of Accountants, Institute of Internal Auditors etc.;
- An internationally recognized high level academic achievement evidenced by academic record in the above mentioned discipline;
- Possesses experience in reporting financial results utilizing International Accounting Standards and managing financial operations;
- Membership in institutions that promote the execution of process improvements and best practices;
- Ability to provide technical guidance and leadership to professional personnel in the financial management matters;
- Ability to acquire expertise in the area of recording and reporting in respect of transitional processing rapidly;

- Experience in financial, audit and risk transaction best practices;
- Experience in project implementation methodology;
- Possesses high level of interpersonal and communication skills, organizational and planning skills; and
- Excellent written and verbal English proficiency.

The WorldFish Center offers a competitive remuneration package, a non-discriminatory policy and provides an innovative work environment. Interested applicants are invited to submit a detailed resume that includes a cover letter, names and contacts (telephone, fax, and e-mail address) of three (3) professional referees who are familiar with the candidate's qualifications and work experience via email to worldfish-hr@cgiar.org, no later than **21 September 2007**. This position will be based at the WorldFish's regional office in Egypt or other location in Africa. Only short-listed candidates will be notified.