

FINANCE AND COMPLIANCE MANAGER

40 hours per week

Our Finance & Compliance Manager will provide financial leadership and support to ensure strong financial management, compliance, and risk governance across our regional operations. You will oversee financial systems, reporting, and processes while supporting leadership with financial guidance and ensuring alignment with operational needs. You report to the Head of Field Support Group and are part of the Middle East and Northern Africa team. Candidates should be based in the Netherlands, as this role combines presence in our office with hybrid working arrangements.

KEY RESPONSIBILITIES

AS FINANCE AND COMPLIANCE MANAGER YOU WILL

- Advise leadership on financial strategy, risk management, and long-term sustainability.
- Translate organizational priorities into clear multi-year plans, budgets, and compliance frameworks.
- Lead financial management across the region, including budgeting, forecasting, expenditure oversight, cash flow, reporting, and strengthening financial controls and data-driven decision-making across teams.
- Manage risk and compliance, ensuring donor and statutory requirements, audit readiness, and strong financial controls.
- Strengthen financial capability across teams by promoting accountability, discipline, and responsible resource management.
- Clarify roles, responsibilities, and decision-making so teams can work together effectively across countries and functions.
- Oversee financial systems and produce accurate, timely reports and improve automation, data quality, and financial insights.

Open Doors is an international, interdenominational organization that supports Christians who are persecuted for their faith. A job opportunity has opened within the Middle East & North Africa regional department.

Open Doors International supports the worldwide organization with services such as Communications, Marketing, People & Culture, Advocacy, IT, Program Management, Finance and Global Research by working in a service-oriented way with teams and colleagues in countries with an Open Doors Development or Field office.

YOUR PROFILE

Becoming successful as a finance and compliance manager means that you:

- Are a committed Christian and have a heart for the church.
- Hold a degree in Finance, Accounting, Business Administration, or related field.
- Have a minimum of ten years of relevant experience, preferably in an international context.
- Demonstrate strong financial expertise, analytical thinking, integrity, and a service-oriented mindset.
- Have solid experience in donor compliance, audits, and internal control systems.
- Operate effectively in complex, multi-country, matrix environments.
- Communicate clearly and confidently with both technical and non-technical stakeholders.
- Are resilient under pressure and able to navigate complex financial environments.
- Are experienced in ERP systems and financial reporting tools, with strong data-driven decision-making ability.
- Have excellent communication skills in English both verbal and in written.

OUR OFFER

First and foremost, we seek to show God's love. Do you share this desire?

Working with us also means:

- A unique opportunity to use your professional expertise to serve religious minorities.
- Daily interaction with colleagues and opportunities for travel, with an average of 40 days a year.
- A comprehensive compensation and benefits package.
- Valuable opportunities for personal and professional development.
- Being part of a great international team with a lot of personal interactions in a lively and professional environment.



INTERESTED?

Please send your email with your resume and short motivation before July 31, 2026, to: recruitment@hrsupport.org

If you have any questions about the position, feel free to contact us at the email address above.