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We Are
Hiring
Join Our Team



Open Position

We're looking for qualified professionals to join our team at BRAC Tanzania Finance Limited to fill the vacancy below;

- **Financial Controller**

Application deadline:
10th July 2026

APPLY NOW





Career with BRAC International

BRAC International is a leading non-profit organisation with a mission to empower people and communities in situations of poverty, illiteracy, disease, and social injustice. Founded in 1972, by Sir Fazle Hasan Abed, BRAC is the largest non-governmental development organisation in the world and is present in 16 countries across Asia and Africa today. BRAC first expanded its microfinance operations internationally in 2002 and now operates in seven countries outside of Bangladesh – Tanzania, Myanmar, Uganda, Rwanda, Sierra Leone, Liberia and Ghana. Together, these seven entities serve more than 800,000 clients, 96% of whom are women.

Financial Controller

We are seeking an exceptional Financial Controller to be the uncompromising guardian of financial truth and the second line of defense in Tanzania's most critical controllership role. You will own the entire financial control environment across a complex, decentralized operation running on Temenos T24, ensuring every number is accurate, auditable, and actionable from branch-level entries to consolidated Board and regulatory reporting.

Key Responsibilities:

- Lead the financial close process and ensure timely, accurate, and audit-ready financial reporting.
- Maintain strong financial controls, data integrity, and governance frameworks across the organization.
- Conduct financial performance analysis, variance reviews, and provide actionable insights to management.
- Strengthen fraud prevention mechanisms, monitor financial risks, and drive corrective actions.
- Ensure timely submission of financial reports to management, the Board, regulators, lenders, and other stakeholders.
- Oversee financial governance of procurement and contracting processes.
- Ensure compliance with procurement policies, approval frameworks, and value-for-money principles.
- Strengthening controls over organizational expenditure and vendor management.
- Lead annual budgeting, forecasting, and financial planning processes.
- Monitor organizational performance against budgets and strategic objectives.
- Provide scenario analysis and financial insights to support decision-making and capital management.
- Ensure compliance with tax, VAT, statutory, regulatory, and financial reporting requirements.
- Manage relationships with auditors, tax advisors, regulators, rating agencies, development partners, and other key stakeholders.
- Coordinate audits and facilitate timely resolution of audit findings.
- Lead finance systems optimization, automation initiatives, and reporting enhancements.
- Drive the effective use of T24, Power BI, and other digital tools to improve efficiency, controls, and decision-making.
- Support continuous improvement of finance processes and management information systems.
- Build, lead, and develop a high-performing finance and controllership team.
- Drive staff development, succession planning, performance management, and leadership growth.
- Foster a culture of accountability, excellence, collaboration, and continuous improvement



Safeguarding

- Ensure the safety of team members from any harm, abuse, neglect, harassment and exploitation to achieve the programme's goals for safeguarding implementation. Act as a key source of support, guidance and expertise on safeguarding for establishing a safe working environment.
- Practice, promote and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action.
- Follow the safeguarding reporting procedure in case any reportable incident takes place, encourage others to do so.

Qualifications and Experience:

- Must have 10+ years' experience in finance/controllership; 5+ years as FC/Deputy FC/Head of Controls in a large bank/MFI/NBFI (>TZS 150bn portfolio).
- Must have experience handling Core Banking System, IFRS 9, BOT regulations, TRA compliance.
- Must have Advanced Excel skills, Power BI, SQL; RPA/Python desirable.
- Must have CPA (T), ACCA, ACA professional qualifications or equivalent required; MBA preferred.

Key Competencies:

- Strong leadership, stakeholder management, and crisis handling.
- Absolute integrity, analytical rigor, and a reputation for zero tolerance of weak controls
- Analytical thinking and problem-solving skills.
- Ability to communicate effectively with non-technical users.
- Ability to work under pressure and handle confidential information.

Employment type: Full Time

Salary: Market Competitive

Job Location: Dar es Salaam, Tanzania

Only Tanzania Nationals are encouraged to apply. If you feel you are the right match for the above-mentioned position, please follow the application instructions accordingly:

External candidates need to email their CV with a letter of interest mentioning educational grades, years of experience.

Internal candidates need to apply with their latest CV including all job assignments in detail with BRAC PIN and email to recruitment.tanzania@brac.co.tz

Only complete applications will be accepted and short-listed candidates will be contacted.

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BRAC is committed to safeguarding children, young people and adults, and expects all employees and volunteers to share the same commitment. We believe every stakeholder and every member of the communities we work with has the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation - regardless of age, race, religion, gender, status as an individual with a disability or ethnic origin. Therefore, our recruitment policy and procedure include extensive background checks and disclosure of criminal records in order to ensure safeguarding to the fullest extent.

BRAC is an equal opportunities employer