



Appointment of
Chief Financial Officer
Open Doors International



OpenDoors

Serving persecuted **Christians** worldwide



About the role

Open Doors International is seeking to appoint a full-time, permanent Chief Financial Officer (CFO). The successful candidate will be an outstanding Christian leader with a track-record of collaborative international working.

The past five years has seen the ministry of Open Doors International grow exponentially in financial terms, global reach and the diversification of our services. The nature of Open Doors International's role within the network of development and field offices has also evolved rapidly. Its aim is to best serve the growing network as together it delivers its high calling to serve persecuted Christians.

As the Board, CEO and Executive Leadership Team look ahead, we see the mandate to mature significantly as an effective global and growing ministry. We operate in many currencies and across many accounting, compliance and legal jurisdictions, with a desire for high levels of accountability, stewardship, business partnership; while walking by faith in God. We are conscious that we need to continue developing our business model to best steward income and maximise impact during times of organisational growth and rapid evolution in the 65+ Field country contexts and 20+ Development offices where we operate.

The global Chief Financial Officer ("CFO") of Open Doors International has a key leadership role both within the line-managed Open Doors International entity, and more widely across the Global Finance Network of development and field offices. The CFO reports to the CEO and works closely with other executives on all strategic and tactical matters as they relate to Financial Planning & Analysis, Financial Accounting (including transactional management and audit), Risk & Compliance, Treasury & Cash Management, Financial Data & Systems, Field Finance, Development Finance and Transformational Programs.

The CFO ensures Open Doors International is known for its excellent stewardship by delivering world-class and well-coordinated financial functions that contribute

to excellent operations, risk management, forward-planning and mature governance.

The current vision of Finance is: A best-in-class contributor to the global Open Doors vision by (1) providing strong business partnership to the Board, the ELT and the Operations in ODI, Development and Field, (2) delivering a global integrated Financial planning - short term to long term - through processes and systems that are efficient, secured and standardized and (3) ensuring readiness and integrity of an end-to-end Financial flow for core ministry.

The CFO of Open Doors International must:

- Be an experienced CFO with a strong track record of operating in international organisational structures, with exposure to developing markets, complex treasury and money transfer functions, and high-risk environments.
- Have experience of leading strategy formation, team supervision and timely delivery in a complex network or matrix style structures.
- Enjoy and have a matured gift of forward-planning, helping the Board, Executive Leadership Team and colleagues benefit from transparent budget plans in a dynamic missional context that will demand agility.
- Employ wise risk assessment in a context of faith, so that Open Doors can, with effectiveness and great sophistication, deliver its ministry in very challenging and at times restrictive environments.
- Bring a servant-hearted leadership gifting, including the ability to lead through influence and build consensus amongst divergent senior stakeholders; inspire trust; and take a highly relational and capacity-building approach with their colleagues.
- Have excellent communication skills - written, verbal and able to deliver insights with data; effective with a range of audiences from local staff to Board level
- Exhibit grace, to patiently but persistently mature a complex organisation moving through significant phases of growth in a rapidly evolving external environment.

Job Description

ROLE & RESPONSIBILITIES

The CFO of Open Doors International is a person with high emotional intelligence, servant-hearted authenticity and a passion for strengthening the most persecuted Christians and praying for their connection with the global Church.

The CFO is a high calibre, strategic financial leader who continually improves our effectiveness as a persecuted Church driven ministry. The primary responsibilities of the CFO are:

1. Strategic Financial Leadership

- Applies both professional and biblical insight to Open Doors International's stewardship of funds, people and processes.
- Serves as business partner to ODI Executive Leadership Team who assesses organisational performance against both the annual budget, longer term financial targets and the Strengthen What Remains 2030 strategy.
- Develops tools and systems to provide critical financial and operational information on both strategy and operations for use by ODI, Field and Development leaders.
- Maintains transparent and timely communications with the Development and Field offices (as the functional leader of the Global Finance Network that convenes ODI, Development and Field finance leaders), ensuring our global budgetary processes are delivered with excellence.
- Engages the ODI Board, and its Audit & Finance Committee, around financial issues and trends, operating models and operational delivery challenges for a global ministry.
- Develops financial modelling (including scenario planning), forecasts and analyses to support the annual plan and long-term strategy.
- Manages the financial health of the organisation and ensures the Directors across Open Doors and the governing Boards are fully aware of the financial state of the ministry at any required time.
- Leads in ensuring ODI financial and accounting systems provide Development bases with traceability, control, accuracy, and timely reporting for their donations, as required by their respective government fiscal authorities.

2. Management Reports & Communication

- Assumes responsibility for the organisation's financial management reporting.
- Presents monthly quarterly and annual financial reports with accompanying analysis of results to the CEO, other Executives and the Board and the Monthly Financial Report to Development Base Directors and Regional Directors.
- Develops regular reports and analyses, including key metrics reports, and conducts ad hoc financial analysis as required in coordination with other Executives.

- Ensures that Open Doors International has adequate policies and procedures (e.g. the Global Finance Manual) in place to evaluate and manage operational, reputational and other risks, and to ensure compliance with all legal and regulatory requirements.

3. Accounting & Financial Controls

- Oversees the global finance internal control systems, their use and documentation.
- Oversees the development of the Finance Team to achieve best practices and optimal output, whilst reducing costs where appropriate and possible.
- Serves as final point of escalation for all financial issues or concerns with relevant manager: internal controls, fraud or corruption, and financial closure issues; field-related financial and accounting issues; all accounts receivable/accounts payable, banking, and private donation issues.
- Serves as key point of contact for external auditors in coordination with relevant managers.

4. Treasury and Cash Management

- Oversees Open Doors International's complex treasury management.
- Ensures that cash-flow forecasting is developed, and that accurate near-term cash forecasting is maintained.
- Manages ongoing banking relationships and investments for maximum efficiency.
- Successfully navigates the challenges of currency transfers in a global and regulated environment.

5. Risk Management & Compliance

- Manages Risk & Compliance function and network
- Applies, within the risk management framework, a balanced faith-driven approach to responsible risk-taking.
- Provide Risk Register updates for Board and Executive Leadership, including mitigation measures
- Ensure Risk & Compliance program monitoring.

6. Innovation & Transformation

- Oversees the review and upgrade of financial management and accounting systems.
- Simplifies systems and processes so that the flow of information and decisions reach people in a cost effective, timely fashion.
- Leads a culture of continuous process improvement in the Finance team's service to development and field offices.

7. Leadership and People Management

- Develop and lead ODI Finance Leadership Team.
- Facilitate and periodically convene the functional Global Finance Network.

Person Specification

KEY QUALITIES

Open Doors believes that spiritual maturity, character and behaviour are as important as financial competence, therefore the CFO is:

- A devoted follower of Jesus with a heart to strengthen persecuted Christians.
- Prayerful and able to take financial decisions, founded on faith in God.
- Able to build strong relationships across national cultures.
- Able to empower others and intentionally develop future finance leaders.
- Prepared to make difficult decisions and have honest conversations with grace.
- Active in a local church that supports their vocation and provides spiritual support.
- Emotionally intelligent and aware of the impact of their leadership on people.
- Experienced in negotiating and influencing at a senior level, combined with strong interpersonal and collaboration skills.

KEY SKILLS AND EXPERIENCES

- A highly skilled Finance professional, who demonstrates an appetite for continued learning and personal development.
- Approximately 15 years of senior finance operational leadership experience preferred in multi-national commercial sector and/or international charity sector.
- Significant team management experience, including remote working across different time zones.
- Proven ability to lead change, including working well across many operational disciplines (Field programs, IT, Legal and HR teams, for example).
- Oversight of a complex treasury function providing financial access across geographical locations.
- Experience communicating and providing reports to Board Audit & Finance Committee.

HOW TO APPLY

Open Doors International will offer a competitive salary for the post. We are open to applications from anyone who is suitable for this role, regardless of their current location, with a willingness to be located within -6hours/+2 hours Central European Time zone for ease of communication within a dispersed global ministry.

Applications should be sent by email to **vacancy@od.org** and must be received by **4 August 2025**.

Your application should comprise:

- A mandatory covering note of not more than two pages outlining your motivation and relevant experience for the role. This covering letter should also include the names of your three referees and one of them should be your pastor or a church leader who knows you well. Please note - these referees will not be contacted until late in the process and with your prior agreement. The names and details of your referees will be held in strictest confidence.
- A full CV/Resume, including educational and professional qualifications, a full employment history showing the more significant positions, responsibilities held and relevant achievements.

Shortlisted candidates will be invited to an MS Teams Interview with the Open Doors International search panel. Finalist Candidates will be asked to come to Netherlands for in-person interviews on 5 September. The Open Doors International search panel members are very aware that this is a two-way discernment process, therefore we encourage each applicant to pray to the Lord and consult their trusted and closest fellow Christians as they consider this opportunity.

The successful candidate will be expected to take up the post of CFO as soon as is reasonably possible.

Thank you for taking the time to prayerfully consider this opportunity and to learn more about the work of Open Doors International.

