



## **JOB ADVERTISEMENT – SENIOR ACCOUNTANT - SOUTH SUDAN**

**POSITION:** Senior Accountant – South Sudan  
**DEPARTMENT:** Finance  
**LOCATION:** Juba  
**REPORTS TO:** Finance Manager  
**DATE OF ADVERT:** 30/05/2025  
**CLOSING DATE:** 20 /06/2025

### **ABOUT INKOMOKO**

Inkomoko supports entrepreneurs to grow their businesses in order to improve livelihoods, create jobs, and help communities thrive.

Founded in 2012, Inkomoko has worked with more than 60,000 entrepreneurs across East and Central Africa, including thousands of refugee entrepreneurs. Inkomoko provides a combination of training, consulting, access to finance, and market-level systems change. We are the largest lender to refugee entrepreneurs in Africa.

Inkomoko has 650+ staff in 40 offices across Chad, Ethiopia, Kenya, Rwanda, and South Sudan. Through Inkomoko's 2030 strategic plan, we are adding 3 additional countries to serve more than 550,000 entrepreneurs and growing our \$30M loan fund to impact 7M lives.

### **INKOMOKO VALUES**

All staff at Inkomoko are connected to a shared set of organizational values:

- **Purpose:** be solutions-oriented, produce high-quality work, and be a global leader.
- **Achievement:** push yourself to reach beyond what you previously thought possible.
- **Improvement:** be humble, engage in continuous growth through open & accurate feedback
- **Bravery:** willing to take risks, create a safe space for others, be compassionate, and inclusive.
- **We Eat Goat:** we celebrate success and support each other in hard times. We do this work together in the spirit of turikumwe, tuko pamoja, abren nen, Kula na sawa, On est ensemble.

***Inkomoko is an affirmative action/equal opportunity employer. Refugees, women, and persons who reflect the diverse communities we serve are strongly encouraged to apply.***



## **ABOUT THE OPPORTUNITY & RESPONSIBILITIES**

Inkomoko has a Senior Accountant in each of our country offices, reporting directly to the Country Finance Manager. This is a highly technical role, requiring precision in accounting, finance, and attention to detail. Responsibilities include supervising staff for transaction management, reconciling account balances and bank statements, maintaining general ledger and preparing month-end close procedures. Specifically the role entails:

### **BOOKKEEPING & ACCOUNTING (60% time)**

- Effectively handle all day-to-day accounting and financial operations, supervising junior finance staff in bookkeeping practices and transaction management.
- Supervise and contribute to recording of all company transactions, payment, and billing
- Tracking actuals v budget, and produce reports on various company, department, and donor budgets
- Conduct monthly accounts reconciliation and end month closing procedures
- Provide real-time cash flow forecasts based on available financial information including contracts and project status.
- Asset and inventory management including but not limited to running depreciation, capturing additions and disposals and physical asset verification

### **PROCESS OVERSIGHT & COMPLIANCE (30%)**

- Maintain internal controls, procedures, and policies to ensure proper fiscal management, documentation, and compliance
- Review of practices to protect and detect any fraud
- Develop any needed SOPs, aligning with colleagues across the finance department
- Tax compliance management and supporting tax planning.
- Work with AR/AP Associate to ensure effective invoicing, payment recording and receipt.
- Manage staff advance reconciliations.
- Ensure compliance with client/donor finance guidelines in project implementation.
- Proactively keep abreast of regulations in consultation with leadership to ensure continuous compliance

### **ADMINISTRATION (10%)**

- Other department meetings, strategic planning, and support to the CFO, Finance Director and other leaders as needed.
- Upskilling of junior staff, and providing management support of their work
- Other duties as may be required from time to time

## **WHO WE ARE LOOKING FOR**

Successful candidates will have both technical skills in finance, plus alignment with company vision and values. Successful candidates must navigate fast-paced environments with enthusiasm and incredible attention to details. Minimum qualifications include:





- University degree in Finance, Accounting, or related field
- Professional qualification (CPA, ACCA, CIFA or CFA) will be an added advantage.
- At least 5 years of work experience in finance, with previous experience in AR/AP
- Skilled in the use of Microsoft Word, Excel and Power-point presentation
- Analytical skills with the ability to pay attention to details
- Ability to meet deadlines and work independently with the highest level of personal integrity
- English and country's national language fluency is required

### **WHAT YOU'LL GET**

This role is inside a high-growth, mission-driven social enterprise. By joining, you'll access:

- Competitive salary, and potential Performance-based bonus
- Incredible company culture, with opportunities for learning and growth
- Diverse colleagues across the region, and policies that demonstrate commitment to equity and inclusion
- Ability to make a significant social impact to your community
- Health insurance for self and family
- Staff savings and provident fund, negotiated bank rates for long-term employees
- Generous annual leave, parental leave, and sabbatical options.

### **TO APPLY**

If you're enthusiastic about this opportunity, kindly submit your application via our career page <https://www.inkomoko.com/careers/> or deliver it to our Juba Office located at **APTECH Africa Building, 5th Floor, Hai Malakal** by **June 20th, 2025**. Clearly state the position you're applying for in the subject line of your email.

Inkomoko is committed to justice, diversity, equity and inclusion. As we seek to reflect the communities we serve, refugees and women are strongly encouraged to apply. As an INGO we have policies that ensure fair treatment in the application process.

NB: Only shortlisted candidates will be contacted. Employment is conditional upon successful background checks and other verification as needed.

*All offers of employment will be subject to satisfactory references and background screening checks. Inkomoko also participates in the [Inter Agency Misconduct Disclosure Scheme](#). In line with this Scheme, we will request information from job applicants' previous employers about any findings of sexual misconduct, fraud, or abuse. By applying, the job applicant confirms his/her understanding of these recruitment procedures.*

