

Career Opportunity at the Organisation for Children's Harmony (TOCH) South Sudan.

About TOCH

The Organisation For Children,s Harmony (TOCH South Sudan) is a national non-governmental, humanitarian, development and advocacy organisation established in 2008. TOCH is dedicated to working with and for children, women, their families and the entire communities to achieve a just, peaceful and prosperous community. TOCH South Sudan has operations across five states in South Sudan, namely: Warrap, Lakes, Western & Northern Bahr el Ghazal states plus Juba as its Headquarters

TOCH is legally registered by the government of South Sudan as a National Non-Governmental Organisation (NNGO) in 2011 by the Ministry of Legal Affairs and Constitutional Development (No.1,115) and with the South Sudan Relief and Rehabilitation Commission (SSRRC) (No.339).

TOCH is both Humanitarian, Development and Advocacy organization, dedicated to working with children, women, their families and the entire communities along five thematic areas of:

1. Sustainable Education and Child Protection services
2. Sustainable Peace and Conflict Resolution
3. Health, Nutrition and WASH Services
4. Women and Youth Livelihood Empowerment
5. Institutional development and Sustainability

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| Job Title | Finance & Compliance Manager |
| Reporting to | Executive Director |
| Working Relationships with sectors | Programm & Operations manager and Field field team both program & Operations |
| Location | Juba |
| Contract Length | 24 Months, Provisional and subject to successful probationary period of 3 months. |

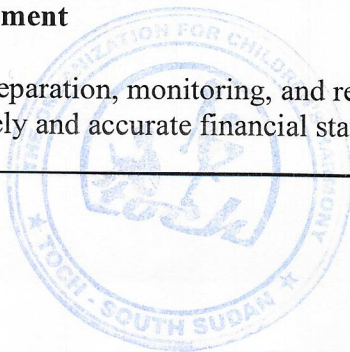
Overall purpose of the Role:

TOCH is seeking **Finance & Compliance Manager** to facilitate programmes and projects with high standards of appropriateness, timeliness, and effectiveness. The Finance and Compliance Manager safeguards the organization's financial integrity and ensures strict adherence to donor regulations, South Sudan laws, and international humanitarian standards. This position provides strategic leadership in financial management, compliance oversight, and risk mitigation, enabling TOCH South Sudan to deliver its mission with transparency, accountability, and sustainability.

Key Responsibilities

Financial Management

- Lead the preparation, monitoring, and reporting of budgets, forecasts, and cash flows.
- Ensure timely and accurate financial statements in line with international accounting standards.



Core Competencies

- Strategic financial planning and risk management
- Treasury and cash flow oversight
- Grant and contract management
- Regulatory compliance and audit readiness
- Financial systems implementation and optimization
- Ethical leadership and accountability
- Capacity building and staff development
- Strong interpersonal and cross-cultural communication

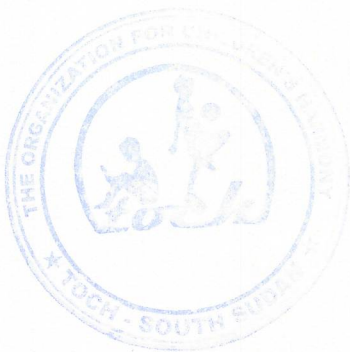
Child Protection Policy and Protection from Sexual Abuse and Exploitation:

- We are committed to keeping children safe, so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse

This position is only for the SOUTH SUDANESE NATIONAL

How to Apply:

- Please send one page of Cover Letter answering why you are a suitable candidate and what you will bring to the institution.
- Attach copies of your updated CV and national ID to recruitment@toch-ss.org or hand-deliver to TOCH Filed Offices in Kuajok, Tonj North, Tonj and Rumbek Respectively.
- **FEMALES ARE STRONGLY ENCOURAGED TO APPLY**
- Deadline for receiving applications shall be on **14th January 2026 at 4:00 PM CAT.**
- *Only short-listed Candidates shall be contacted*
- *Any application sent after this deadline shall not be considered for the short list.*





- Oversee donor-funded project finances, ensuring proper allocation, expenditure tracking, and compliance with grant agreements.
- Supervise payroll, accounts payable/receivable, reconciliations, and treasury management.
- Strengthen internal controls to safeguard assets and prevent fraud.
- Manage treasury and cash flow, including liquidity planning and bank relationships.
- Oversee grant and contract management, ensuring cost recovery, indirect cost allocation, and donor compliance.
- Ensure compliance with taxation and statutory requirements, including payroll taxes and regulatory filings.
- Oversee asset and inventory management, ensuring accurate valuation, depreciation, and safeguarding of organizational resources.

Compliance and Risk Oversight

- Ensure organizational compliance with donor regulations, national legislation, and internal policies.
- Coordinate external and internal audits, ensuring timely responses and corrective actions.
- Develop and enforce policies on procurement, safeguarding, whistleblowing, and incident reporting.
- Monitor regulatory changes and advise senior leadership on operational implications.
- Promote ethical standards and transparency across all financial and operational practices.

Financial Systems & Analysis

- Lead implementation and optimization of accounting QuickBooks online systems to improve efficiency and data integrity.
- Provide financial analysis, scenario planning, and cost-benefit modeling to support strategic decision-making.
- Drive initiatives to improve cost efficiency and value for money across operations.
- Prepare accurate and timely donor financial reports, acting as the focal point for donor audits and queries.

Leadership and Capacity Building

- Provide training and guidance to finance and program staff on compliance and financial procedures.
- Collaborate with senior management to align financial strategies with organizational priorities.
- Mentor and build capacity of finance teams to strengthen accountability and performance.
- Contribute to strategic planning by providing financial risk analysis and compliance insights.

Qualifications

- Advanced degree in Finance, Accounting, Business Administration, or related field.
- Professional certification (CPA, ACCA, CFA, or equivalent) strongly preferred.
- Minimum 7 years of progressive experience in financial management, with at least 3 years in compliance or donor-funded operations.
- Strong knowledge of international donor regulations (USAID, EU, UN, etc.) and humanitarian compliance standards.
- Proficiency in financial systems (e.g., QuickBooks, ERP platforms).
- Excellent communication, analytical, and leadership skills.
- Demonstrated integrity, diplomacy, and commitment to organizational values.

