

JOB DESCRIPTION

Chief Financial officer (10+ Years of Experience)

About Cuddles and the role:

Through our work at Cuddles, we're creating a new kind of nonprofit organisation. One that's breaking the stereotypes associated with charity and giving in India. One that's bold, creative and agile with a brand built around hope instead of guilt. One that's transparent and accountable for every rupee received and spent. Cuddles Foundation is seeking a Chief Financial Officer (CFO) to lead the company's vital finance function. Reporting to the CEO and serving on the executive team, the CFO will oversee financial strategy, operations, and compliance during a time of ambitious growth. In partnership with the executive team and other organisation leaders, the CFO will create opportunities and solve problems that propel the business forward.

The CFO will lead a team with an annual revenue budget of more than 13 crores which are funds directly raised and deployed for nutrition for children with cancer. The CFO will ensure the highest financial management standards and guide how the company manages revenue, expenses, and cash flow to achieve its goals.

Responsibilities:

Organisational Leadership & Strategy

- You'll partner with the executive team to develop organisational strategy and growth goals, as well as operating and staffing plans.
- You'll advise the CEO and executive team on the organisation's financial performance and long-term financial planning.
- You'll report financial information and trends to the Board and manage relationships with the Board's Finance and Audit committees.

- You'll advise the executive team on key strategic issues and decisions, informed by rigorous financial analyses, risk assessments, "what if" scenario modelling, and due diligence.
- You'll look at the operating costs as a percentage of total deployment and keep a tight rein on the same.
- You'll foster a culture that encourages growth and innovation by developing and bringing in technology to automate complex issues in financial reporting.

Resource Mobilisation

- You'll execute budgets for the year and draw out projections working closely with the finance team.
- You'll be in charge of the resource utilisation and implementing utilisation reports for donors.
- You'll keep a keen eye on budget allocation, under and over utilisation.
- You'll advise the CEO and executive team on the organisation's financial performance and long-term financial planning.

Financial Management

- You'll be responsible for all finance and accounting functions, including day-to-day financial reporting, working capital/cash management, FP&A, financial controls, and risk management.
- You'll develop dynamic financial and business planning models, along with performance metrics that drive the development of monthly and quarterly reports and the annual budgeting process.
- You'll ensure effective and compliant business operations, where risk is evaluated and mitigated on an ongoing basis. You will keep a keen eye on FCRA compliance.
- You'll recognise and anticipate opportunities and challenges related to financial systems and processes.

Team Management

- You'll lead a team of 5+ team members and consultants across the board of finance, accounting, and program mobilisation.
- You'll work with a senior resource who heads financial transparency.

- You'll communicate a compelling vision and strategy for the finance function and help the team align their individual OKRs to drive the successful execution of that strategy.
- You'll support team members' learning, development, and career growth.
- You'll continually evaluate the structure of the finance team to optimise for efficiency and effectiveness and to support the organisation's growth.

Must-Haves:

- 10+ years of finance-related experience.
- At least five years of experience leading the finance function for a rapidly growing organisation.
- Strong strategic and analytical skills, including financial planning, forecasting, modelling, and data analysis.
- Deep knowledge of finance and accounting functions is a big plus.
- Track record of success in leading and mentoring high-performing teams.
- Bachelor's degree required, MBA or CPA preferred.

Skills:

You're a hard worker

You don't mind rolling up your sleeves and getting into the thick of the action. Cuddles has a start-up environment where each member of the team is self-reliant.

You're a strategic thinker.

You have the strategic prowess and social intelligence required to help build scalable models that leverage Cuddles Foundation's brand, assets, relationships, and opportunities to meet aggressive growth goals.

You're a leader

You are skilled at accomplishing things through other people. You can run multiple work streams that extend far beyond your immediate team. You can provide leadership for peers, subordinates, and partners.

You're a great communicator.

You can turn data and numbers into compelling messages. You are concise and operate with

poise, dignity, and reliability in your personal and professional worlds. You are great at sharing insights, but you love to apply real context to findings to understand what it means for them and how it impacts the organisation.

You have a team ethos, and you love working with people.

You thrive in a creative, inventive, fast-paced startup environment with people passionate about their work and mission. You're excited to work cross-functionally with other departments and enjoy bringing people together to achieve a goal. People enjoy working with you because they know they can trust you. You find joy in mentoring team members so they can maximise their effectiveness.

You value precision

You're meticulous. You know accuracy is essential regardless of whether anyone is watching, and you strive for excellence in every detail.

Location:

This opportunity is for those located in (or willing to relocate to) Mumbai only.

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