



Build Your Career with BRAC Myanmar

JOB VACANCY

BRAC/YGN/26/0025

BRAC is an international development organisation working across Asia and Africa to alleviate poverty by empowering people and creating opportunities. Our mission is to support communities facing poverty, illiteracy, and disease through large-scale economic and social programmes that help individuals realise their potential.

Since 2014, BRAC Myanmar has provided pro-poor and pro-rural services through 500+ staff across 70+ branches in Yangon, Bago, Mandalay, Sagaing, Mon, Shan, Kayin, and Nay Pyi Taw. Using a microfinance-plus model, BRAC offers sustainable financial services especially for women alongside interventions in agriculture, healthcare, and education. For more information, visit BRAC Myanmar's website.

Position Title	: Head, Finance
Job Location	: Country Head Office, Yangon
Report to	: Managing Director
Application Open Date	: 30 Jul 2026
Application deadline	: 13 Aug 2026

Key Responsibilities:

Capital & Debt Financing

- Drive debt fundraising for the entity to ensure its liquidity needs are met
- Manage and deal with international financing and lenders as per the entity's requirements
- Build relationships with local financial institutions to raise capital for the Company and create a strong pipeline to support the business plan and projections.

Financial Leadership & Management

- Lead financial management, budgeting and business planning for the company.



- Oversee accounting and financial management of the company and ensure on-time reporting as per International and local accounting standards.
- Lead the Finance & Accounts team and collaborate closely with IT and Audit departments.
- Apply analytical procedures and ratio analysis to facilitate timely and effective decision-making.

Treasury & Finance

- Manage the country treasury effectively and efficiently, including analyzing the country's financial landscape and managing investments.
- Support and guide the CEO in preparing a sustainable business plan for the company. Manage monthly cash projections to ensure field disbursements are met .
- Facilitate the Due diligence process for funding.
- Secure regulatory approval for funding

Regulatory Compliance

- Ensure compliance with all relevant regulators, including the Central Bank, FRD, DICA, and Tax authorities.
- Ensure AML/CFT compliance and reporting

Tax & Audit

- Ensure compliance with local tax regulations.
- Conduct internal and external audits to ensure adherence to organizational policies and internal controls.

Strategic Advisory & Group Reporting

- Be a strategic business partner of the CEO in terms of financial planning
- Work with external/internal auditors to ensure clean reporting.
- Ensure on-time Group reporting and compliance with Group accounting policy.

Field accounts operation and Team Development

- Supervise the field team for smooth field operation support of the company.
- Improve the quality of country finance personnel and build the capacity of field accountants.

Additional Responsibilities:

- Establish a safeguarding culture across all program levels by implementing the safeguarding policy.



- Act as a key source of support, guidance, and expertise on safeguarding to ensure a safe working environment.
- Ensure team members are appropriately trained, supported, and have access to resources regarding safeguarding issues, which are identified and actioned in accordance with policy and procedure.
- Follow the safeguarding reporting procedure in the event of any reportable incident and encourage others to do the same.

Competencies Requirements:

- A master's degree in finance, Accounting, or related field is highly desirable
- Financial Management: Deep knowledge of financial planning, budgeting, forecasting, treasury management, and fund flow management in a microfinance or NGO context.
- Regulatory Framework: Thorough understanding of Myanmar's financial regulations, including Central Bank guidelines, FRD (Financial Regulatory Department) reporting requirements, DICA, and tax laws.
- MFI Operations: Strong knowledge of microfinance operations, including loan disbursement mechanisms, portfolio management, and cost recovery models.
- Analytical Skills: Ability to apply ratio analysis, variance analysis, and financial modeling to support timely decision-making.
- Negotiation: Skill in assisting with agreements and negotiating terms with investors and lenders.
- Communication: Excellent written and verbal communication skills for reporting, advisory, and liaison with the Country Director/CEO and BRAC International.
- Leadership & People Development: Capacity to lead, mentor, and build the capabilities of finance and field accounting staff.
- Emotional Intelligence (EI): Demonstrates self-awareness, empathy, and composure under pressure; leads with emotional maturity.
- Integrity & Ethics: Serves as custodian of financial processes with a strong commitment to transparency, accountability, and safeguarding culture.
- Strategic Thinking: Aligns financial goals with organizational targets while driving efficiency and cost recovery.



- **Problem-Solving:** Proactively identifies compliance gaps, budget variances, or cash flow issues and implements effective solutions.
- **Collaboration:** Works effectively across departments (IT, Audit, Programs, HR) and with regional/global teams (BRAC International).
- **Resilience & Adaptability:** Thrives in a dynamic, resource-constrained environment typical of microfinance operations in emerging markets.

Experiences:

- 10 years of progressive finance experience, including 3–5 years in a senior leadership role.
- Proven experience in the Microfinance or NGO sector, preferably in Myanmar or a similar emerging market.
- Strong track record in debt/equity transactions, regulatory compliance (Central Bank, FRD, DICA, Tax), and donor reporting.
- Experience managing relationships with investors, lenders, banks, external auditors, and regulators.
- Demonstrated leadership in team development, treasury management, audit, and safeguarding culture.
- Experience working with BRAC International or a similar global organization is added value.

BRAC is committed to protecting all employees, partners, visitors, clients, and community members including children, youth, and vulnerable adults from any form of harm, abuse, neglect, harassment, or exploitation. We ensure fair assessment for candidates with disabilities and are proud to be an equal opportunity employer. Any personal persuasion will lead to disqualification.

If you believe you are the right fit, please submit your application with **a motivation letter and full CV and expected salary amount in MMK** to recruitment.myanmar@brac.net.