



International Director of Finance

About Soi Dog Foundation:

Soi Dog Foundation is the largest animal welfare organisation in Asia dedicated to helping stray dogs and cats. Soi Dog Foundation sterilises, vaccinates, administers medical treatment, shelters, promotes adoption of stray dogs and cats in Thailand, and runs education programmes on animal welfare. Soi Dog Foundation is also actively working to end Asia's dog and cat meat trade.

Soi Dog's Mission Statement is: "To improve the welfare of dogs and cats in Asia, resulting in better lives for both the animal and human communities, to create a society without homeless animals, and to ultimately end animal cruelty".

For more information, please visit www.soidog.org

JOB DESCRIPTION

Job Title and Summary: The International Director of Finance provides strategic and operational leadership for all financial matters across the charity's global operations. The role ensures sound financial stewardship, robust governance, compliance with regulatory and donor requirements, and the effective use of resources to achieve the charity's mission.

This position is based in Phuket, Thailand and open to both Thai nationals and foreign applicants.

Key Responsibilities:

Strategic Leadership

- Lead the development and delivery of the charity's global financial strategy in line with organisational objectives.
- Act as a strategic advisor to the CEO, Executive Team, and Board of Trustees on financial planning, risk, and sustainability.
- Support long-term organisational growth through scenario planning, investment appraisal, and income diversification analysis.

Financial Management & Control

- Oversee global budgeting, forecasting, and financial reporting across multiple countries and programmes, including long-term plans.
- Ensure timely, accurate monthly management accounts and financial analysis for senior leadership and the Board.
- Maintain strong financial controls, policies, and procedures across all international operations.
- Lead annual statutory accounts, audits, and consolidated reporting.
- Review and challenge management accounts, cash flows, balance sheets.

Governance, Risk & Compliance

- Ensure compliance with international charity regulations, international financial regulations and donor requirements.
- Lead organisational financial risk management, including foreign exchange, fraud prevention, and cash-flow risks.
- Work closely with other Committees, external auditors and other stakeholders.

Donor & Grant Finance

- Oversee financial management of institutional funding, grants, and restricted funds.
- Support programme teams with proposal budgeting, donor reporting, and financial compliance.
- Build strong financial credibility with institutional donors, partners, and regulators.
- Manage excess funds prior to deployment in the operations.

International Operations

- Strengthen financial capacity and accountability within country offices and partner organisations.
- Provide oversight and support to finance teams across regions, ensuring consistency while respecting local contexts and regulations.
- Lead improvements in financial systems and processes where appropriate –(currently NetSuite)

Leadership & People Management

- Lead, develop, and support a high-performing international finance team.
- Contribute actively as a member of the Executive Leadership Team.
- Promote a culture of integrity, transparency, and continuous improvement.

Department and Supervisor: This post reports to Chief Executive Officer (CEO)

Works closely with: Board of Trustees, Executive Leadership Team, Country Directors

Working Hours and Location

This is a full-time, permanent position based in Mai Khao, Phuket, Thailand.

40 hours, five days a week – office.

You must be willing to work flexibly across multiple time zones when required.

Skills and Qualifications:

You will be a qualified accountant with substantial senior-level finance leadership experience, ideally gained within an international charity, NGO, or complex multi-entity organisation. You will bring:

- A recognised professional accountancy qualification (e.g. CIMA, ACCA, CPA or an equivalent qualification from a recognised international accounting body) or Qualified by Experience.
- Proven experience of strategic financial leadership and working with Boards
- Strong knowledge of charity finance, governance, and donor-funded environments
- Experience managing global budgets and consolidated reporting
- The ability to lead and inspire teams across different cultures and locations
- Excellent written and spoken English communication skills, with strong influencing ability, high integrity, and professionalism.

Benefits:

- 19 annual holidays (including Thai National Holidays 13 days) rising to 25 days with year of service
- Annual Salary Adjustment
- Social Security
- Provident Fund
- Uniform
- Visa and work permit

HOW TO APPLY

Please send your CV and a cover letter detailing your suitability for this role to hr@soidog.org

Short-listed candidates will be notified by email