Chief Financial Officer, CODE

Based in Ottawa, CODE champions global literacy and has a vision for a world where every child can read and write. Over more than sixty-five years, CODE has benefited more than ten million children, with a particular focus on Sub-Saharan Africa. With the changes in the international development funding environment, CODE is now looking for a visionary CEO to guide the organization in its continued evolution and a strategic CFO who can translate financial insights to facilitate strategic decisions. CODE has a staff of 10 and a budget of $5.4million.

Reporting to the Chief Executive Officer, the CFO is a key member of the senior leadership team and a strategic partner to the CEO, CODE Board, and Foundation Board. The CFO provides leadership across financial management, planning, governance, risk, and organizational transformation. More than a traditional finance role, the CFO helps translate financial insight into strategic decisions related to programs, partnerships, investments, organizational design, and long-term sustainability. The CFO will lead the development of a multi-year financial strategy to support revenue optimization, oversee a foundation with $25-30 million in assets, and help position the organization for continued impact in a changing funding environment. Working closely with internal and external stakeholders, the CFO will play a central role in building a sustainable and resilient future for CODE.

As an ideal candidate, you are a strategic and collaborative financial leader with experience navigating complex organizations through periods of transformation and change. You bring strong financial acumen, business insight, and the ability to translate complex financial information into clear and actionable recommendations. You are comfortable working with Boards and diverse stakeholders, and you possess a track record of developing innovative approaches to financial sustainability, optimizing revenue models, and organizational effectiveness. Equally important, you are a trusted advisor and relationship builder who leads with integrity, sound judgment, and a commitment to mission-driven work. You bring an entrepreneurial mindset, combining resourcefulness, adaptability, and initiative with a willingness to roll up your sleeves and get things done. You thrive in environments that require both strategic thinking and hands-on leadership, and you are energized by the opportunity to help an organization evolve, grow, and maximize its impact for children and communities around the world.

For additional information on CODE, please see www.code.ngo.

This is a publicly advertised job posting for an existing vacancy. Odgers does not use artificial intelligence (AI) to screen, assess, or select applicants for a position.

To Apply

To fill this position, CODE has partnered with leadership advisory firm Odgers. Applications are encouraged immediately and should be submitted online at https://careers.odgers.com/en-ca/32239. We would like to thank all applicants but regret that we are only able to personally contact those individuals whose backgrounds best match the requirements for the role.

Diversity, Equity, and Inclusion

CODE is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers and CODE throughout the recruitment, selection and/or assessment process to applicants with disabilities.

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Odgers is deeply committed to diversity, equity, and inclusion in all the work that we do. As part of our efforts to better understand our ability to reach as broad a pool of candidates as possible for our searches, our DEI team would like to encourage you to take a moment and access our Self-Declaration Form.