

Program Finance Manager

Job Description

Casablanca, Morocco

About the Organization

La Fondation Marocaine de l'Éducation pour l'Emploi (EFE-Maroc) is an independent, non-profit association established in 2008 that is part of the global Education For Employment (EFE) network. EFE is the leading youth workforce development network in the Middle East and North Africa region, having connected over 250,000 youth to the world of work (60% women). A consolidated member of EFE in Morocco, EFE-Maroc's mission is to enhance the employability of Moroccan youth by bridging the gap between labor market needs and job seekers' skills through blended online and in-person training programs. With over 18 years of experience, EFE-Maroc plays a central role in designing, implementing, and monitoring youth employment initiatives, leveraging strong partnerships with more than 500 employers and key institutions such as ANAPEC and OFPPT. The organization has successfully delivered large-scale, market-driven training programs reaching over 90,000 marginalized young people and achieving placement rates of up to 80% in high-demand sectors. Supported by a qualified team, a nationwide network of over 500 certified trainers, advanced monitoring systems, and proven methodologies, EFE-Maroc ensures the quality, relevance, and sustainability of its interventions while promoting inclusive and long-term job creation across Morocco.

Summary of Position:

The Program Finance Manager will be responsible for the financial reporting and compliance framework of a major donor-funded youth employment project in Morocco, ensuring accurate, timely, and compliant donor reporting. Reporting directly to the CFO and in coordination with the Head of Programs, the role oversees expenditure verification, partner compliance, reporting systems, cash management and financial controls, while supporting effective grant management and accountability across the project.

Key Responsibilities

Financial Reporting, Accounting & Systems

- Lead the design, implementation, and continuous improvement of the project's financial reporting framework, tools, and processes.
- Consolidate and review financial reports from all implementing partners, ensuring accuracy, compliance, and timely donor reporting.
- Monitor budget performance, analyze variances, and support corrective actions as needed.
- Drive reporting automation, process optimization, and data integration across financial systems and platforms.
- Supervision of accounting production and cash management for the program
- Monitoring of administrative and financial files (administration, HR, legal, audit, etc.) related to the program;
- Management of the Foundation's Opex and Capex related to the program;

Compliance & Risk Management

- Ensure compliance with donor requirements, applicable regulations, procurement procedures, accounting

standards, and internal policies.

- Develop and maintain reporting procedures, financial controls, and compliance mechanisms.
- Lead compliance reviews, internal audits, and risk mitigation efforts to strengthen accountability, compliance and reporting integrity.

Implementing Partners Support

- Build the capacity of implementing partners through training, guidance, and ongoing technical support on financial reporting and compliance requirements.
- Conduct regular reviews and field visits to verify compliance, strengthen reporting practices, and support corrective actions when needed.

Donor Coordination

- Serve as the primary focal point for donor financial reporting and compliance matters.
- Participate in donor engagements and ensure the timely integration of donor requirements into project systems and processes.

Leadership & Organizational Responsibilities

- Contribute to strategic finance, compliance, and grant management priorities as a member of the project leadership team.
- Promote continuous improvement, knowledge sharing, and adherence to organizational policies, including information security and confidentiality requirements.
- Undertake any additional duties required to support project delivery and organizational objectives.

Key Qualifications

- Bachelor's degree in Finance, Accounting, Auditing, Business Administration, Economics, Management, or a related field; Master's degree preferred.
- Minimum of ten (10) years of progressively responsible experience in finance, accounting, auditing, financial reporting, compliance, or grant management.
- Demonstrated experience managing financial reporting and compliance for large-scale, donor-funded projects involving multiple implementing partners and stakeholders.
- Strong knowledge of financial management, budgeting, internal controls, donor compliance, audit processes, and financial reporting standards.
- Proven ability to design, streamline, and oversee financial reporting systems, processes, and controls in complex operational environments.
- Experience working with ERP systems, financial management tools, and data reporting platforms; familiarity with automation and business intelligence tools is an asset.
- Strong analytical, problem-solving, and organizational skills, with high attention to detail and accuracy.
- Demonstrated ability to build the capacity of partners and teams through training, coaching, and technical support.
- Excellent stakeholder management and communication skills, with the ability to engage effectively with donors, implementing partners, auditors, and senior leadership.
- Professional proficiency in Arabic, English and French required;
- Strong commitment to EFE's mission and ability to thrive in a dynamic, fast-paced, and results-oriented environment.

Compensation & Contract Type

Competitive salary and benefits package commensurate with experience and qualifications.

Project based contract aligned with the project duration (1 to 5 years, depending on the implementation success).

Application Guidelines

Interested candidates should submit a detailed Curriculum Vitae, a cover letter outlining their suitability for the role, and three professional references to hr@efemaroc.org before July 23rd. Applications will be reviewed on a rolling basis. Outstanding candidates will be selected for interviews with senior EFE-Maroc leadership. When replying, please state "Project Finance Manager" in the subject line.

Note

Education For Employment (EFE) is an equal opportunity employer. It is EFE's policy to seek out and hire, at all levels, individuals without regard to race, religion, age, colour, nationality, sex, sexual orientation, veteran status, or physical ability. We affirm our policy of offering equal employment opportunities to all individuals through our hiring practices.