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World Wide Fund for Nature (WWF) Cameroon is looking for a Head of Accounting

Want to make a positive difference to the future of people and our one shared home, the Earth? Working with WWF could be the opportunity of a lifetime:

All around the world, people are waking up to the deepening crisis of nature loss. A growing realization that nature is our life-support system. And that nobody will be spared from the impacts of its loss. Here at WWF, we are helping to tackle this enormous global challenge.

Our people come from hugely diverse backgrounds and with a variety of expertise, ranging from HR and finance to advocacy and conservation science. We welcome applications from anyone who believes they can help us create a better future for people and wildlife.

What we do:

We are an independent conservation Organization, striving to sustain the natural world for the benefit of people and wildlife. From individuals and communities to business and government, we are part of a growing coalition calling on world leaders to set nature on the path to recovery by 2030. Together, we seek to protect and restore natural habitats, stop the mass extinction of wildlife, and make the way we produce and consume sustainable.

For our Country Office in Cameroon, we are looking for a dynamic and committed **Head of Accounting**.

Reports to: Finance & Administration Manager

Location: Yaoundé

Duration: Unspecified

Mission of the department

In a spirit of excellence, integrity, and dedication, the Finance Department is committed to providing timely, accurate, clear and complete information, and support for Conservation Department's overall goals to be achieved by the Cameroon Country Office (CCO).

Major functions

Support the FAM in the delivery of corporate tasks and objectives, assuming responsibility for the completion of a range of duties designed to achieve the accurate and timely processing of CCO's financial transactions and the production of monthly statements.

Major Duties and Responsibilities:

- Manage the day-to-day operations in the full spectrum of accounting services, including accounts payables, accounts receivable, application of cash receipts, accounts reconciliation, billing, monthly closing of accounts, bank reconciliation, preparation of audit reports, forecasting, consolidation and year-end closing of account;
- Provide support for financial operations to be executed in accordance with the Financial Operations Manual, donors' guidelines and ensure that proper and accurate accounting records are maintained at country level;
- Support the FAM in the budgeting and forecasting processes specifically related to CCO core income and expenditures;
- Ensure monthly statements of accounts are maintained to allow the personnel responsible for the respective budgets to easily monitor work in progress and availability of funds;
- Manage the cash position of bank accounts and coordinate the financial closure for entrusted imprest accounts;



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- Perform cash flow forecasting, working closely with the operations and project teams;
- Oversee the reconciliation of balance sheet accounts, review monthly journal entries and the general ledger and coordinate the monthly and annual closing of accounts;
- Coordinate internal audits and liaise with external auditors performing audits;
- Prepare and send audit confirmation letters to partners or third-parties selected by Auditors;
- Reconcile payroll account balances (e.g. time sheets, direct deposits, wages attachments, benefits, voluntary and involuntary contributions, etc.) for the purpose of ensuring accuracy of records and employee payments;
- Provide training to new and existing staff as needed and, act as senior level resource for other members of the Corporate Accounting team on any matter related to general accounting operations ;
- Drive initiatives to improve workflow and streamline the internal control processes to enhance efficiency and productivity;
- Coach, motivate and monitor the performance of staff supervised and initiate corrective action as required;
- Ensure timeliness of data entry and processing in the Trial Balance and monthly closing for all offices. Check on a weekly basis data entry for each field office and send systematic reminders to offices;
- Perform any other duties as may be assigned or required.

Profile:

Required Qualifications

- Master's degree in accounting/finance or a related field and a professional accounting qualification such as Certified Public Accountant (CPA), Chartered Accountant (CA) is required;
- At least five (5) years of progressively responsible professional experience in financial accounting, preferably in an international environment (NGO or Company);
- Experience working with government and donors;
- Proficiency in the use of MS Office applications, particularly advanced level in MS excel is required;
- Experience in using ERP system is highly desirable.

Required Skills and Competencies

- Strong ability to establish priorities, work within tight timelines and multi-task;
- Able to work under minimal supervision with high level of resilience;
- Good team player with strong inter-personal skills demonstrated by the ability to work in a multicultural, multi-ethnic environment with sensitivity and respect for diversity;
- Fluency in both oral and written communication in French and English;
- High ethics and a personal commitment to transparency and accountability;
- Adherence to WWF's values, which are: Courage, respect, integrity & collaboration.

Working relationships

Internal: CCO Finance staff, FAM, Regional Finance Team, WWF Cameroon managers and project staff.

External: Donors, partners and other stakeholders, if appropriate.

This job description covers the main tasks and conveys the spirit of the sort of tasks that are anticipated proactively from staff. Other tasks may be assigned as necessary according to organizational needs.



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How to apply:

- 1) Follow the link: https://cameroon.panda.org/apply_to_a_job/apply_for_a_job/ (with a computer, please do not use a mobile phone).
- 2) Choose the job **J201 – Head of Accounting**
- 3) Answer to the questionnaire
- 4) After filling the questionnaire, send your CV and cover letter via the email address recruit-cam@wwfcam.org. Please mention your name and the job reference in the email subject line. Example: Nana – J201 – Head of Accounting.

We kindly invite applicants to ensure that their applications strictly follow this procedure through to completion, as only submissions that fully comply will be considered.

Deadline for applications: 15 January 2026.

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Thank you in advance for your interest in this position. Please note that only shortlisted applications will be contacted for further consideration. If you have not been contacted, consider your application unsuccessful.

WWF is an equal opportunity employer, committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals, regardless of gender, race, religion, experience, or background.

The publication of any job, consultancy or service provider opportunity and any subsequent communications, interviews or discussions does not constitute a binding commitment by WWF. No contractual or financial obligation shall arise on the part of WWF until a formal written contract has been duly signed by both Parties following completion of the selection process.

All stages of this process remain part of the negotiation phase and are subject to WWF's internal validation and administrative approvals. WWF reserves the right, where necessary, to modify, postpone or cancel the process at any stage prior to formal engagement, without incurring any liability toward applicants or third parties.