DEVELOPMENT CONSORTIUM
Driving the change that matters

FORTIFY HEALTH

Scope of Work

Senior Finance Systems & Modelling Consultant (Part-Time, Project-Based)

Engagement Type: Independent Consultant
Commitment: ~3 days/week (20–25 hours per week)
Remuneration: INR 900 to 1200 per hour - adjusted to location if not in India
Duration: 6 months (with potential extension to a Fixed Term Employment Contract)
Location: Remote, with at least 4 hrs overlap with India working hours (9am to 6 pm IST)

Background

Fortify Health is a nonprofit organisation working to reduce iron deficiency anaemia at scale by supporting wheat flour fortification across India.

As the organisation has grown in scale and complexity (multi-entity, multi-currency, multi-donor operations), we are entering a deliberate phase of financial systems strengthening. Our objective is not incremental improvement, but the design of a robust, accrual-based financial architecture that can support continued scale.

We are seeking a senior finance leader to support a defined set of finance transformation projects over a fixed-term engagement.

This is not an operational finance role. It is a structured, high-trust consulting engagement focused on designing and institutionalising scalable financial systems.

Objective of the Engagement

The purpose of this engagement is to:

- Architect a coherent financial systems structure across entities
- Deepen and formalise accrual accounting practices
- Build integrated forward-looking financial models

- Strengthen financial reporting for leadership decision-making
- Institutionalise documentation to ensure durability beyond individual contributors

A detailed and sequenced project plan will be developed jointly at the start of the engagement. The examples below illustrate the level and nature of work anticipated.

Illustrative Project Areas

These examples are indicative rather than exhaustive. The confirmed Scope of Work will be refined post-selection.

Financial Systems Architecture

Example projects may include:

- Reviewing and redesigning the Chart of Accounts across entities to ensure structural alignment with funding streams and reporting needs
- Redesigning grant coding and tracking frameworks
- Building accrual-based reporting formats and internal management reporting
- Developing financial dashboards (e.g., funding runway, burn rate, grant utilisation)

This work is expected to result in clear architectural improvements, implementation guidance, and durable documentation — not simply recommendations.

Accrual Accounting

Example projects may include:

- Conducting a structured assessment of current accounting practices across entities
- Designing a practical accrual-accounting roadmap
- Building accrual-based grant tracking templates
- Standardising cash vs accrual reconciliation processes
- Documenting accounting policies and reporting standards

The goal is to embed accrual discipline in systems and reporting infrastructure, not to provide ad hoc accounting advice.

Integrated Financial Modelling & Forecasting

Example projects may include:

- Building or refining a multi-year, multi-entity, multi-currency financial model
- Developing structured scenario and sensitivity analysis tools
- Designing cash flow forecasting frameworks
- Building funding runway and strategic planning dashboards
- Formalising budgeting and re-forecasting frameworks

Models are expected to be robust, decision-useful, and transferable to internal ownership.

Financial Compliance Systems

As Fortify Health operates across multiple legal entities and jurisdictions, financial systems must also support regulatory compliance requirements.

Example projects may include:

- Reviewing how current financial structures (chart of accounts, grant coding, reporting formats) align with compliance requirements across entities

- Ensuring that financial reporting systems support the requirements of different regulatory environments

- Identifying areas where financial architecture can better support compliance documentation and reporting

Relevant compliance environments may include:

- Indian **Section 8** nonprofit structures
- **FCRA**-regulated cross-border funding flows
- **US 501(c)(3)** nonprofit entities

The goal of this work is not ongoing compliance management, but ensuring that financial systems and reporting structures are designed in a way that supports regulatory requirements and reduces operational risk.

Working Structure

This engagement will be structured around defined projects and milestone-based outputs.

The consultant will work closely with the CEO, COO, and finance team for data access and iteration, but will not hold ongoing operational responsibility.

We are looking for someone who can independently structure ambiguity, define architecture, and execute analytically.

Ideal Profile

This role is suited to someone who has:

- Holds a CA/CFA or similar educational experience
- Has experience working with Tally, Zoho and other relevant financial systems.
- Operated at CFO, Finance Director, or equivalent senior finance leadership level
- 7+ years of directly applicable experience, for instance working in multi-entity and/or donor-funded nonprofit environments
- Built multi-year financial models used for strategic decision-making
- Strong hands-on modelling capability (Excel / Google Sheets at an advanced level)
- Familiarity with financial compliance environments relevant to nonprofit organisations, particularly Indian Section 8 entities, FCRA-regulated funding structures, and US 501(c)(3) organisations.

This is unlikely to be a fit for candidates whose experience is primarily limited to:

- Monthly reporting and variance analysis
- Business partnering within an existing system
- Finance operations without systems design exposure

We are seeking someone who has architected systems — not only operated within them.

Application Process

Interested applicants should complete the Google Form linked here.

Shortlisted candidates will be invited for a structured work assessment and one interview before we finalise.