

Chief Operating Officer

Candidate Pack



OPPORTUNITY
International

Chief Operating Officer

For over 50 years, Opportunity International has been working toward one bold vision: a world in which all people can achieve a life free from poverty, with dignity and purpose.

Every day, our global staff, partners, and donors work together to help families living in poverty build sustainable livelihoods, feed their families, send their children to school, and build dignified futures for all. Providing solutions that equip our clients with the skills, support, and financial resources, we are moving the needle on generational poverty for over 20 million clients spread across 30 low-to-middle-income countries around the world.

We respond to Jesus Christ's call to love and serve the poor. We seek to emulate the Good Samaritan, whose compassion crossed ethnic groups and religions. We serve all people regardless of religion, race, ethnicity, or gender.

Today, we invite you to join us in our mission. We are looking for a Chief Operations Officer to help us step into our next season of growth and impact.

At the end of 2023, we concluded our historic "Waymaker" campaign, which raised over \$100 million in philanthropic capital and will release more than \$1 billion in loaned funds to clients through our financial institution partners.

Following the success of this campaign, we launched a three-year strategic plan (2023-2025) to deepen and broaden our work in education finance, agriculture finance, microbanking, and digital financial services and sharpen our focus on serving extremely poor households, including pilots like a graduation model for people living in ultra-poverty, savings groups, and health and safety initiatives.

Powered by this campaign, our operating model relies on a mix of highly skilled staff, local implementing partners, and a global network of 200 partner banks and microfinance institutions serving over 20 million clients. Funding this model is a mix of philanthropic funds from private philanthropists, corporations, local governments, and sovereign development institutions, e.g. USAID, BMZ, etc.

By some counts, Opportunity has the largest footprint of market-based income-generating solutions for the poor in the world. As well,

the most effective at leveraging philanthropic, public, and private investments to build and distribute poverty alleviation solutions to the hard-to-reach pockets of poverty.

All of this has brought increasing scale and complexity to our operating model. **To help manage this complexity and to partner with our CEO in delivering on our vision of ending extreme poverty in our lifetimes**, Opportunity is looking for a world-class Chief Operations Officer (COO).

The COO will be a key partner to our long-serving CEO in managing the daily operations of our worldwide organization. S/he will be a member of Opportunity's executive team, and oversee Finance, Human Resources, Legal, IT, Compliance, Banking Operations teams, and all Subsidiary operations in countries where we operate. As well, s/he will provide cross-organizational strategic planning, alignment and integration, and management of key operational objectives across the organization.

This is an opportunity to lead a mission-led organization experiencing high growth and deep impact, as well as rapid innovation, in its areas of operations ~ all with one goal: to help more families break the cycle of poverty.

If you're excited by the prospect of joining a dynamic global team that is committed to big goals, innovative solutions, and an unrelenting commitment to families living in extreme poverty...

If you're a proven executive leader with experience managing diverse teams...

If you're a senior executive with a strong finance and operational background in a multinational

corporation, institution, or organization, and have a proven track record of creative problem-solving...

If you're ready to play your part in ending extreme poverty...

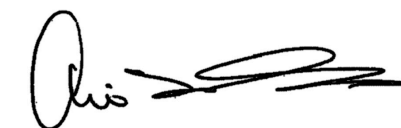
We want to meet you.

This is not an easy role—but it's a transformational one! It will require all of your passion, commitment, courage, persistence, resilience, ingenuity, attention, energy, and interest. It will tax you to the extreme! You will need to roll up your sleeves to operate simultaneously at two levels ~ a visionary and strategic leader; and an operational manager, paying attention to the smallest details. It will force you to learn to do more with less and then learn again! Most of all, it will teach you to lean on God and those He has put around you.

The demands are high, but the payoff is priceless ~ a race to end extreme poverty in our lifetimes! To see countless human beings released from poverty and living a life of dignity and purpose.

"I have come so they have life; life in all its abundance"; John 10:10

If this mission sparks interest, passion, and a calling in your mind and heart, we want to hear from you!



Atul Tandon, Chief Executive Officer



About us

Opportunity International is an international nonprofit organization that designs, delivers, and scales innovative financial solutions that help families living in extreme poverty build sustainable livelihoods and access high-quality education for their children.

We equip families with the tools and training they need to build their businesses, improve their harvests, provide for their families, send their children to school, and break the cycle of poverty.

Today, in partnership with like-minded organizations, supporters, and practitioners around the world, Opportunity is building a worldwide movement striving to end extreme poverty in our lifetimes.

Leadership and looking ahead

Atul Tandon became CEO of Opportunity International US in October 2016.

His work has spanned several sectors, including consumer banking, e-commerce, consumer insights, and health and human services at esteemed organizations including Citibank, World Vision, and United Way Worldwide. Since joining Opportunity, Atul has led the organization through a period of stabilization and significant growth.

In fiscal year 2023, Opportunity raised \$29.5 million through charitable support. From 2020-2023 the organization's Waymaker Campaign raised \$101 million in donations – which, through local financial institutions and partners, is being multiplied 10x to put an estimated \$1 billion to work building sustainable livelihoods and sending children to school.

For more information, please refer to the Opportunity International US website at www.opportunity.org or download our latest reports at the following links:

[Annual Report 2023](#)



[Impact Report 2023](#)



Atul Tandon
Chief Executive Officer

The role

The Chief Operating Officer reports directly to the CEO and is a member of Opportunity International's (OI Executive Leadership Team).

The COO leads operations, providing day-to-day oversight and management of a team of approximately 30 staff. The COO will provide direction to Finance, Human Resources, Legal, IT, Compliance, OI Subsidiary Operations.

The COO will partner with the Chief Executive Officer (CEO) and the Executive Team, to lead the organization in achieving both smooth operations and consistent financial goals. The COO will provide long range strategic planning and integration and management of key strategic and operational functions across the organization.

This is an outstanding opportunity for a senior executive with a strong finance and operational background and a proven track

record of creative problem-solving and change management to join a high growth, mission driven organization and set it up for long-term success.

The Chief Operating Officer will be a champion of Opportunity's Values, its Vision, Mission and Motivations to be a place where Good Samaritans of all stripes can gather to help build a better life for people living in poverty. This person will bring commitment, ideas, and energy to enable Opportunity's workforce to live out our values ~ Commitment, Humility, Respect, Integrity, Sustainability, and Transformation.

Key responsibilities of the role include, but are not limited to:

Strategy & Leadership

- Oversees the process for developing and monitoring Opportunity's 3-year strategic plan. Advise the CEO and other key members of senior management on financial planning, budgeting, funding and cash management, investment priorities, and policy matters related to the 3-year strategic plan.
- Lead the development of the annual business planning processes, organizational goals and objectives as well as the overall operational management of the organization.
- In partnership with the CEO, develop and execute strategic planning for Finance, IT and Human Resources to support the fundraising and program goals and activities of the organization.
- Represents the organization with external constituency groups, including government agencies and regulators, auditors, professional organizations, external rating agencies and public watchdog organizations, other international development agencies, partners and donors.
- Effectively communicate and present critical financial matters in board and governance related matters, as it relates to our parent, subsidiary and affiliate boards to the CEO.
- Serve as a key member of the executive leadership team, ensuring that the organization's values, mission and Christian motivation permeate all levels of the organization.
- Build commitment to change by influencing, creating a sense of urgency, personally embracing the need for change while being supportive and helping to reduce resistance to change through mentoring and facilitating actions that promote change.

Finance

- Oversee OI's Finance function, providing supervisory oversight to the Sr. VP, Finance.
- Serve as the senior staff support for the Finance, Risk & Audit, and Investment committees of the Opportunity US Board.
- Ensures the organization is compliant with all legal and fiduciary commitments; timeliness, accuracy, and usefulness of financial and other management/statutory reporting for federal funders, donors, and the Opportunity International Board of Directors.



Finance continued

- Knowledgeable in US and international finance and accounting principles (e.g., GAAP and IFRS accounting rules, nonprofit accounting, including fund and grant accounting, compliance and reporting).
- Responsible for satisfactory financial and project audits, including those for USAID expenditures, for the US organization and other owned entities.
- Oversee the annual budget process to develop annual budgets in support of the team's operating plans.

Operations

- Ensure that the organization has proper operational controls, processes and systems in place to effectively grow the organization and carry out its worldwide missional activities.
- Ensure operations of the organization are in compliance with national, state and local regulations in all jurisdictions where subsidiaries operate.
- Proactively stay informed of pending legislative and regulatory changes.
- Convene meetings with leaders from departments under direct supervision and co-leads the full leadership team with the CEO to ensure the organization is positively tracking with strategic goals and priorities and effectively manage the day-to-day operations of the organization.
- Collaborate with the CEO and leadership team in the development of policies and procedures.
- Oversee the process for developing and implementing policies and procedures across the organization.
- Responsible for all legal and financial documents for the organization.
- Articulate and maintain the organization's desired image and position with consistency across communications to all key stakeholders, both internal and external. Seek to protect and enhance the brand and presence of the organization.
- Effectively represent the organization in public and private forums – to partners, donors, donor prospects, regulators, media, and the Board of Directors.
- Ensure that private giving, marketing, and communications maintain the organization's values, mission, vision, and strategic plans.

The candidate profile

Opportunity International US (Opportunity) is seeking an experienced, enthusiastic, and energetic leader who feels called to the mission of Opportunity.

The ideal candidate will be an extraordinary leader of unquestioned personal and professional integrity, operational excellence, with demonstrated ability to lead complex domestic and international multi-country and multi-site operations, either in the nonprofit or commercial sectors while displaying approachable humility.

The ideal candidate is already a C-level player with a proven track record of building and leading businesses and teams to provide long range strategic planning and integration and management of key strategic and back office operational functions. S/he will have led and managed finance, accounting and operational functions in international non-profit or financial services sectors (e.g., multinational corporations, banks, impact investors or regulators).

The ideal candidate will have experience working closely with a Board, CEO, staff,

and other constituents and will have strong communication skills, both written and verbal, and the ability to represent the organization and its mission effectively to a diverse array of audiences. S/he will have the capacity to think strategically, operate and execute with excellence, and build teams, people and processes effortlessly.

The COO will be a warm, collaborative individual with the ability to quickly gain a real understanding of Opportunity's unique culture and mission; a proven ability to take a front-facing role to lead internally; and a readiness to be a key partner to the CEO, Board and executive leaders. Above all, the Chief Operating Officer will have unquestioned judgment and ethical standards and a demonstrated commitment to diversity and inclusion.

The following performance and personal competencies are required for the position:

Setting Strategy

- Quickly grasp the opportunities and challenges of Opportunity and the role.
- Strong analytical, financial and operational mindset that uses data to support thinking and decision-making.
- Flexibility to create nuanced plans and objectives that adapt to the situation and/or partners at hand, while creating an inspirational future for the organization as a whole.
- Demonstrated capacity to provide strategic advice and relationship management at the C-suite level.

Executing for Results

- Able to set clear and challenging goals while committing the teams to improved performance, tenacious and accountable in driving results.
- Capacity to set priorities and achieve goals, individually and for teams. Balances financial wisdom and prudence with innovation and calculated risk-taking.
- Significant experience in successfully leading multiple functional areas with complex financial and operational reporting and different legal structures/entities.
- Able to build genuine, productive relationships and use them strategically to further the goals of Opportunity.
- Able to empower and inspire others to think creatively about improved operational effectiveness.

Leading Teams

- Provide leadership that will challenge, inspire, and motivate the range of people involved in and with Opportunity locally, nationally, and globally.
- Lead cross-business services teams effectively.
- Operate at a senior general management level.
- Focus on getting results, building teams, developing culture and team spirit, partnering with peers, and managing CEO and board relationships effectively.
- Strong focus on building and managing day-to-day operations, processes, and platforms.
- Proven ability to recruit, mentor, lead, and develop a diverse staff, and a track record of building high-performing and loyal teams.
- A flexible, inclusive approach to leadership, which adjusts to different audiences and gives focus to colleagues' work.
- The personal inclination and professional ability to be a positive and unifying figure who can lead by influence and example to create an integrated development culture across Opportunity.
- A commitment to transparency and the ability to build trust and confidence among a wide group of colleagues.

Relationships and Influence

- Excellent communication and presentation skills. An effective, inspiring communicator who can consistently articulate Opportunity's mission clearly and compellingly and can adapt communication styles to varied audiences.
- Has demonstrably and consistently influenced others with their perspective; builds and preserves trust, agreement, confidence, and respect among various constituencies. An proven track record of working with multiple stakeholders.
- Has a consensus-seeking but decisive approach that enables them to deliver solutions in difficult situations.
- Demonstrates interpersonal acumen and character.
- Has sound judgment and confidence, humility, and a focus on personal development and continued learning.
- Commitment to Opportunity's mission, vision, Christian motivation and values.
- Demonstrated passion for transformative work, high integrity, and mission-driven with an ability to inspire others.
- An inspirational individual with a heart for people living in poverty and a passion to make a transformational difference in their lives.

Appointment details



Location:

Chicago, IL. US. Candidates must have the right to work in the United States

Contract: Permanent

Salary range: \$270-\$325,000 gross per annum

How to apply

Opportunity International is partnering with Red Sea Executive Search for the appointment of this position. Candidates are requested to apply directly through Red Sea at the following link:

www.redseasearch.com/job/chief-operating-officer-oi/

To learn more or for an informal conversation prior to application please reach out to Susan Bandow, Regional Director – Americas via:

applications@redseasearch.com

Recruitment timeline

- **Closing date:** 12th January 2025
- **Red Sea Interviews:** w/c 20th January 2025
- **Opportunity International selection process and interviews:** from w/c 3rd February 2025

About Red Sea Executive Search

We are an international, executive search consultancy, seeking extraordinary leaders to transform our world. We recruit leadership into the world's foundations, trusts, and charitable organizations, and especially for INGOs in International Development, Disaster Relief and Humanitarian Aid in the Global South.

Our vision is to empower a new generation of global leadership to create a just, diverse, and unified society. In a world with increasing global challenges, the need for leaders and visionaries to shape our world is greater than ever. Extraordinary people are needed to deliver this and discovering them is the heart of Red Sea Executive Search; we find people who bring leadership excellence to organizations, and in doing so hope to help both change the global landscape and protect future civil society and global citizenship.

