

WOMEN WIN is recruiting a Project Controller International Programs

ABOUT WOMEN WIN

Founded in 2007, [Women Win \(WW\)](#) is a global multi-dimensional women's fund guided by the vision of a future where every girl and woman* exercises their rights. With a global team based largely in the Netherlands, WW collaborates with diverse partners to increase the assets, access, voice, and agency of women and girls around the world. Our work focuses on investing in and providing support for a diverse global portfolio of partners. We also aim to influence a wide range of cross-sector stakeholders and broker unusual partnerships. Women Win works to advance girls' and women's rights amidst the scarce resources currently available for feminist movements.

ABOUT THE ROLE

The Project Controller will be part of the Program Finance team and will work closely with Women Win's Programmatic teams. You will ensure strong financial control and management for our portfolio of complex donor-funded projects. You will act as a partner to the Programs team, while ensuring donor compliance and meaningful accountability to diverse stakeholders. You will play a role in strengthening the capacity of our programmatic teams and programme partners through coaching, collaboration and oversight. Further, you will work to strengthen systems where needed, provide checks and balances.

CORE ACCOUNTABILITIES

BUDGET MANAGEMENT & FINANCIAL CONTROL

- Prepare, consolidate and monitor project budgets against actual expenditure, ensuring accuracy and timeliness across the portfolio.
- Support financial forecasting and pipeline analysis to inform project planning and decision-making.
- Identify and flag financial risks, variances and irregularities, and propose corrective actions in consultation with project leads.

DONOR COMPLIANCE

- Prepare accurate and timely financial reports for internal and external stakeholders, in line with donor requirements and organisational deadlines.
- Ensure project expenditures comply with donor regulations and internal financial procedures.

PARTNER ACCOMPANIMENT & FINANCIAL MANAGEMENT

- Review partner financial reports and supporting documentation, providing feedback and flagging issues for follow-up.

- Support the disbursement of funds to programme partners, ensuring proper authorisation and documentation.
- Provide coaching and practical support to programmatic teams and partners on budget planning, financial monitoring and compliance requirements.
- Contribute to the strengthening of financial systems, processes and internal controls across the programme portfolio.

ABOUT YOU

Education:

- University Degree in Accounting, Business Administration or a finance-related field.

Experience & Skills:

- Minimum 5 years of experience in a project controller role at an organization engaged in international cooperation, such as public institutions, international organisations, or NGOs.
- Proven experience with grants and donor reporting (*bilateral donor experience is an advantage*)
- Advanced proficiency in Microsoft Excel, including regular use of VLOOKUP, PivotTables, and basic data cleaning/validation techniques across multi sheet data sets. (*Note: Candidates will complete a timed, practical Excel assessment early in the hiring process.*)

Competencies:

- Able to manage multiple priorities and meet tight deadlines while maintaining accuracy and compliance with financial procedures.
- Comfortable with ambiguity and adaptable in a fast-moving, remote-first environment.
- A results-oriented self-starter who works effectively across teams and cultures.
- Able to communicate financial information clearly to non-finance colleagues, such as project managers and programme staff.
- Committed to the organisation's mission and to supporting it through strong financial stewardship.

Travel: Ability and willingness to travel approximately 15% of the time. This includes ensuring availability to attend Women Win in-person team meetings and retreats.

Location: Candidate is expected to work mainly CET hours to connect with team. We are looking for someone based in Central European Time Zone +/- 2 hours. Remote working possible.

Working Hours: Full time position (40 hours).

Salary: Coordinator level position with compensation based on the Women Win salary scale. Women Win believes in global pay equity meaning that team members' compensation is equalized regardless of location. The Women Win salary scale considers the expected level of competency and complexity of the role and strives to create consistency across the organisation.

Languages: English language fluency - orally and in writing. Additional languages are always a plus.

Contracting: if you are living outside the Netherlands, your contract will be issued via our Employer of Record partner. An Employer of Record (EoR) is a third-party organisation that becomes your legal employer for payroll, taxes, and statutory benefits in your country, while you work day-to-day as part of the Women Win team.

Benefits: As part of our complete offer and in line with our commitment to collective care, Women Win offers the following benefits:

- 25 days of paid vacation time annually
- 3 shut down weeks annually
- Monthly wellbeing allowance
- Remote work and flexible work arrangements
- Home office contribution

TO APPLY

Applications are open. The deadline is Friday **29 May 2026, 17:00 CET**.

You can only submit your application [through this SurveyMonkey link](#).

Applications received in any other way will be disregarded.

You will be asked to upload your CV and to answer the following questions:

1. How many years of relevant experience in accounting and bookkeeping within a finance or accounting department do you have?

- 0
- 1-2 years
- 3-4 years
- 5-6 years
- 7+ years

2. Which best describes your experience working with Excel?

- *None - I have not used Excel before*
- *Basic - I have entered data into Excel documents that were created by others*
- *Moderate - I use Excel regularly and have mostly used basic formulas, like SUMIF or Pivot Tables*
- *Advanced - I use Excel regularly and am proficient in using more advanced features like VLookups*
- *Proficient - I have created Macros in Excel in the past 6 months*

3. When facing a time-sensitive payment with incomplete documentation, rank the following in order of importance (1 = highest priority):

- *Ensuring full compliance with all procedures*
- *Maintaining trust and continuity with partners*
- *Minimizing audit risk*
- *Documentating the decision-making process*
- *Sending the payment as soon as possible, documentation can be collected later*

4. Which of the following tasks do you find most frustrating? (Select up to 2)

- *Chasing missing documentation*
- *Enforcing compliance with colleagues*
- *Documenting processes in detail*
- *Working with incomplete information*
- *Reconciling discrepancies*
- *Re-formatting spreadsheets*
- *Onboarding in new software*
- *Meeting with external stakeholders*
- *Training colleagues*
- *Working independently on projects*

5. In the past 12 months, which of the following have you personally done? (Select all that apply)

- *Prepared or reviewed balance sheet reconciliations*
- *Posted or reviewed journal entries (accruals, reclasses, etc.)*
- *Supported month-end or year-end close*
- *Responded to auditor requests directly*
- *Tracked or resolved discrepancies*
- *Prepared and submitted a financial report to a donor*
- *Prepared or executed international payments*
- *None of the above*

6. Which Excel formulas or functions do you rely on most (e.g., VLOOKUP, Pivot Tables)? Give a concrete example of how you use this in your daily work. (max 150 words)

7. Can you give an example of a time when you had to coordinate finances for a project? Explain your role and approach. (max 150 words)

8. How do you ensure accuracy during the financial closing process when timelines are tight, and not all inputs arrive on schedule? (max 150 words)

9. We'd also love to know what draws you to Women Win specifically - what excites you about our work and this role? (max 150 words)

Notes.

- Women Win strives to be a diverse and inclusive organisation and encourages applicants from all backgrounds to apply. We are unable to sponsor work permits or provide individual feedback to applicants not shortlisted. If you require a reasonable accommodation due to a disability, please contact hr@womenwin.org.
- We completely understand and see the value of using AI in the process of writing your CV and answering our questions. We have also used AI to help us with writing this job description! However, we want to make sure we don't lose the human in the process. So while we don't discourage using AI for your application, we do encourage you to use your own words and authentic voice to ensure your application stands out.

To all recruitment agencies: WW does not accept agency resumes. Please do not forward resumes to our jobs alias, our employees or any other organisation location. WW is not responsible for any fees related to unsolicited resumes.