

One of our clients is looking for a

# FINANCE DIRECTOR (FD)

## ABOUT KADASTER

Stichting Kadaster- en Hypotheekwezen St. Maarten ("Kadaster" or "Cadastre") is the official registrar of the ownership of immovable properties in St. Maarten. Individuals and establishments such as notaries, real estate companies, banks, and law firms, as well as the judiciary system utilizes the information from Cadastre as the official registrar of properties. Based on its tasks as established by law, the Cadastre plays a crucial role in the overall economic development of St. Maarten.

## ROLE SUMMARY

The Finance Director is responsible for both short-term and long-term financial strategy and oversees the development and monitoring of the internal control systems fostering a culture of accountability and integrity. This role ensures accurate and timely financial reporting, directs the preparation of financial reports and summaries, oversees the annual financial audit, and identifies new revenue streams for future growth. The FD collaborates closely with the Managing Director and reports directly to the Supervisory Board of Directors.

## KEY RESPONSIBILITIES

- **Strategic Leadership:** Develop and implement financial strategies to achieve Kadaster's mission while providing leadership to drive financial innovation and continuous improvement.
- **Operational Management:** Oversee the Accounting department, budget preparation, and audit functions, ensuring accurate and timely preparation of the financial statements, management reports, tax returns, and governmental agency reports. Manage payroll processes and ensure efficient financial operations.
- **Financial Analysis, Reporting, and Optimization:** Conduct variance analysis to compare financial projections to actual figures, overseeing necessary adjustments to future projections and budgets. Analyze operations to identify areas for improvement, aiming to minimize costs and maximize revenues. Review cash flow to identify investment opportunities for generating income. Provide regular financial reports on organizational performance, challenges, and opportunities to the Management Team and Supervisory Board of Directors.
- **Internal Controls and Risk Mitigation:** Develop and maintain robust internal controls to safeguard assets, ensuring financial accuracy and compliance. Establish procedures to prevent fraud, detect errors, and promote efficiency. Regularly update controls to adapt to changing risks, and train employees to ensure adherence, fostering a culture of accountability and integrity.
- **Stakeholder Engagement:** Build and maintain relationships with government agencies, industry partners, and other stakeholders, represent the organization in public forums to promote its interests, and ensure transparent communication and reporting to key stakeholders.
- **Regulatory Compliance:** Ensure compliance with relevant laws and regulations, and implement policies to safeguard data integrity, privacy, and security.
- **Human Resources Management:** Lead and develop a high-performing team, foster a positive organizational culture, and oversee staff recruitment, training, performance management, and succession planning.

- **Technology and Innovation:** Promote the adoption of advanced technologies for better service delivery and oversee the development and maintenance of information systems.

## QUALIFICATIONS / REQUIREMENTS

- Minimum Bachelor's degree in Business Administration, Accounting, or Finance required (Master's Degree preferred).
- Experience: Eight to ten years of experience in financial management required.
- Strong financial acumen, analytical skills, and in-depth knowledge of accounting principles and financial regulations.
- Strong leadership and strategic planning skills.
- Excellent communication, negotiation, and stakeholder management abilities.
- In-depth understanding of local legal frameworks and corporate governance principles.

## SKILLS AND PERSONAL ATTRIBUTES

- Ability to foster a positive and productive organizational culture.
- Familiarity with Sint Maarten culture, or readiness to adapt and immerse.
- Analytical, problem solving skills, communicative, financially savvy, responsible, stress-tolerant, decisive, and embodies high professional integrity.
- Fluency in English is required and proficiency in Dutch is a plus, alongside excellent negotiation, problem-solving, and decision-making skills.
- Strong business acumen, strategic insight, and crisis management abilities.
- Committed to continuous improvement and innovation

## TERMS OF EMPLOYMENT

- The position is offered on a 5-year Performance-Based Contract, with the possibility of renewal based on achieved performances.
- Remuneration is competitive and will be negotiated with the successful candidate.
- The position may require occasional travel to attend meetings, conferences, and site visits.

## HOW TO APPLY

If you meet the qualifications / requirements and are interested in applying for this position, we invite you to apply via email to BDO Dutch Caribbean  
Email: [applications@bdo.sx](mailto:applications@bdo.sx)  
Reference: application Finance Director – Kadaster

Additional queries (if any) should be forwarded to [applications@bdo.sx](mailto:applications@bdo.sx). The deadline for submitting your resume and motivation is **June 14, 2024**.

All applications should be submitted along with the following documents:

- Cover letter with short motivation;
- Updated Curriculum Vitae;
- Certified copies of all academic transcripts, professional membership qualifications, and certifications;
- Names of three referees, two of whom have closely supervised your performance at work during the last 5-10 years.

**Note** A clean police record and a comprehensive assessment are mandatory for the selection process. Only candidates shortlisted will be contacted for interviews.