



Maternity Cover – Head of Finance

Stichting Changing Markets

Location: Netherlands (remote). You must have the independent right to work in the Netherlands as we do not offer visa sponsorship.

Contract: Fixed-term maternity cover (mid-August 2026 – mid-April 2027)

Hours: 30–32 hours per week (4 days)

Salary: €4.667-5.000 gross per month for 32 hours per week dependent on experience (€5.833-6.250 full-time equivalent), plus holiday allowance and company pension

[Changing Markets Foundation](#)

Stichting Changing Markets (operating as the Changing Markets Foundation) is seeking an experienced finance and operations professional to temporarily act as our Head of Finance to cover maternity leave. This is approximately an eight-month fixed-term position starting in mid-August 2026, allowing for handover periods at the beginning and end of the contract.

The Changing Markets Foundation was formed to accelerate and scale up solutions to sustainability challenges by leveraging the power of markets. We work to expose unsustainable corporate practices and drive systemic change across sectors, helping to shift markets towards more sustainable models. Through research, advocacy, communications and coalition-building, we work with partners around the world to influence businesses, policymakers and consumers.

We are a small, dynamic and mission-driven team, committed to creating meaningful impact. This is an exciting opportunity to join a collaborative organisation working at the forefront of sustainability campaigning and market transformation.

About the Role

Working closely with the CEO and senior management team, the successful candidate will oversee the organisation's financial management, compliance, administration, and HR coordination across our international operations.

The Head of Finance & Administration oversees contributions from our funding sources and ensures robust financial and operational management across the organisation. The role requires strong financial and accounting expertise, excellent organisational skills, and experience navigating Dutch and EU financial regulations within a non-profit or foundation environment.

The role is supported by a part-time finance assistant and reports directly to the CEO.

Key Responsibilities

Financial Strategy & Management

- Lead annual budgeting, forecasting, and multi-year financial planning aligned with organisational strategy
- Work closely with the Director of Fundraising to develop budgets for funding applications and monitor grant expenditure across multiple donors
- Lead the preparation, monitoring and reconciliation of grant and project budgets, project expenditure, donor reporting and compliance with grant conditions
- Monitor cash flow and reserves to ensure effective financial management
- Prepare quarterly and annual financial reports for management, the Board, and funders
- Maintain accurate bookkeeping and oversee grant budget tracking
- Maintain internal financial controls, financial procedures and project accounting systems to ensure accurate reporting, risk management and audit readiness
- Ensure compliance with Dutch financial regulations, foundation requirements, and relevant EU and (limited) UK legislation
- Prepare, with assistance from external accountants, statutory annual accounts under RJ650
- Begin preparations for the audit of the 2026 financial statements (audit itself due to take place in May 2027, after the end of the maternity cover period)

HR & Administration

- Support employment contract management and ensure compliance with relevant legislation
- Maintain records for employees and contractors
- Liaise with payroll and pension providers
- Administer HR systems (currently BambooHR)

Contracts & External Services

- Prepare and manage grant agreements and service contracts
- Coordinate payments and reporting obligations linked to external services and grants

About You

We are looking for someone with:

- A degree in finance, accounting, economics, business studies, or a related field and/or relevant qualifications/certifications
- 5 years' experience in finance, accounting, or related financial management roles. Experience working within a non-profit or foundation environment is a big plus.

- Strong knowledge of Dutch financial and legal regulations, ideally including Dutch foundation legislation (preferably RJ650)
- Experience with budgeting, financial reporting, and audit coordination
- Experience with donor-funded projects, grant budgeting and financial reporting to institutional and philanthropic funders
- Strong knowledge of project accounting, budgeting, forecasting, internal controls and audit processes
- Intermediate/Advanced Excel skills, including budget modelling and financial analysis
- Experience with financial reporting systems and HR/payroll platforms
- Excellent analytical skills and attention to detail
- Experience using accounting software (Twinfield experience is an advantage but not required)
- Excellent organisational skills with the ability to manage multiple priorities and deadlines
- Strong communication and stakeholder management skills, including the ability to explain financial information to non-financial colleagues
- A proactive, hands-on and collaborative working style suited to a small international team
- Advanced English language proficiency (minimum of C1 or equivalent) with the ability to communicate complex financial topics effectively in English
- Dutch language skills are desirable

What We Offer

- 25 days of annual leave (pro-rated) plus public holidays
- Employer pension contribution
- Annual health & wellbeing personal allowance (after probation, pro-rated)
- Flexible working arrangements with remote working
- An opportunity to work with an international team across London, Brussels and Madrid (occasional travel to the UK may be offered)
- Meaningful work supporting impactful environmental and sustainability campaigns

To apply, please send your CV detailing your experience and a cover letter outlining your suitability and motivation for the role to recruitment@changingmarkets.org

We will be reviewing applications as they are received and therefore will be interviewing on a rolling basis, so early submission is encouraged.