

Terms of Reference (TOR) of  
**Accounts and Finance Officer**

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People's Oriented Program Implementation (POPI) is going to implement a sub-project titled '**Promoting sustainable growth in leather products manufacturing sub sector through RECP practices**' as part of the 'Sustainable Microenterprise and Resilient Transformation (SMART)' Project. This sub-project aims to increase resource-efficient and resilient green growth of microenterprises (MEs) under Leather Products (shoe making) sub-sector. The project is jointly financed by the World Bank, Palli Karma-Sahayak Foundation (PKSF), and People's Oriented Program Implementation (POPI)

## **2.0 Sub-project Objectives**

1. To promote the adoption of RECP practices.
2. To increase technical knowledge and capacity of MEs for producing diversified leather product.
3. To introduce modern machineries and technologies in the cluster for improved production.
4. To expand circular economic activities in the field.

## **3.0 Sub-project Working Areas**

The sub-project will be implemented across Kishoreganj and Brahmanbaria districts.

## **4.0 Duration**

The employee will initially be hired for a one-year term, with the possibility of extending the contract till 30 June 2028, based on satisfactory performance.

## **5.0 Duties and Responsibilities**

The 'Accounts and Finance Officer' will work under the direct supervision of the Project Manager and will undertake the tasks and duties to assist implementation of the sub-project. The specific tasks are, but not limited to, as follows:

### **Maintaining Accounts**

- Maintain sub-project accounts in accordance with International Accounting Standard (IAS), on a 'going concern' basis under Generally Accepted Accounting Principles;
- Maintain separate books of account on an accrual basis under historical cost convention;
- Prepare monthly/ annual financial statements incorporating disclosure on income and expenditure, receipt and payment, and financial position of the sub-project along with other notes and relevant information;

### **Fund Management**

- Monitor the flow of funds from the PKSF to sub-project and sub-project to microenterprise to ensure that appropriate procedures are followed;
- To ensure a smooth flow of funds from the sub-project to Microenterprise level for sub-project implementation;
- Ensure that adequate internal control and arrangement are in place for proper

utilization, management, and accounting of funds;

### **Budget and Financial Reporting**

- Prepare yearly/ half-yearly detailed sub-project budget in line with the procurement plan and other relevant work plans;
- Prepare the budget of a new cost proposal, training, and other sub-project activities;
- Ensure that shared cost amounts are budgeted for each proposal of the sub-project;
- Prepare monthly financial report and half-yearly reimbursement bill for the sub-project;

### **Sub-project Monitoring**

- Ensure strong monitoring system of the sub-project through frequent field visits;
- Review external and internal audit report along with management letter of the sub-projects;

### **Administration and Procurement**

- Ensure that the project procurement rules are complied with the sub-project procurement;
- Prepare and regularly update the procurement plan(s);
- Manage logistics and procurements;
- Verifying current inventory levels and keeping records to prevent inventory gaps;
- Overseeing the day-to-day administrative tasks.

### **Others Responsibilities**

- Maintain the sub-project bank account and prepare monthly bank Reconciliation Statements;
- Maintain liaison and coordinate with SMART-PMU of PKSf regarding accounts and budget;
- Support internal audit section for internal audit and support external auditors with necessary information of the sub-project;
- Any other tasks, duties, or specific tasks assigned by the Project Manager and management of the organization.

## **6.0 Academic Qualifications**

- The ideal candidate should possess a minimum of a four-year undergraduate degree/ BCom.(pass) with master degree in Accounting or Finance from a UGC-approved university. (Third class or similar grade in any level of academic career is not acceptable.)

## **7.0 Experience**

- The candidate should have a minimum of four (4) years of work experience in financial management within a reputable organization, preferably within development organizations in Bangladesh. (Only full-time work experience after graduation will be considered).
- Relevant working experience with PKSf or any project funded by multi-lateral development partners would be preferred.
- Good computer knowledge (MS office suite, typing both English and Bangla).

## **8.0 Age Limit**

- Maximum 42 years of age on the last date of application.

## **9.0 Salary and Allowances**

- Monthly consolidated salary is BDT 50,000/-
- Other admissible benefits (Festival Bonus, Bangla Noboborsho allowance, Mobile allowance, etc.) as per the organization's policy.
- Salary and other admissible benefits (if any) are inclusive of all taxes as imposed by the government of Bangladesh. Taxes will be deducted at sources as per government rules.

**Closing date: 22 March 2025**