

Job/Role Title Financial Business Partner
Grade F
Responsible to Chief Commercial Officer
Location London, UK

Role Purpose: Partner with selected Member Associations (MAs) to help them achieve financial sustainability. The role will establish commercial KPIs and the systems that provide regular, reliable visibility and tracking; develop tools that strengthen day-to-day operations; and build robust business cases to quantify current costs, model future projections, justify project investments and evidence return on investment (ROI). Through rigorous analysis and hands-on support, the role will embed data-driven decision making, improve pricing and performance management, and enable MAs to plan, invest and grow surplus with confidence. This will require coaching and upskilling the teams in-country to embed capabilities and ensure sustainability.

Context of Role: At IPPF we work with varying models of service delivery in approximately 151 countries. Funding from donors for the service delivery models is reducing, these models will need to find ways to increase their income to remain active in their communities. The Commercial Team is tasked to help MAs that run health care services to do so in a financially sustainable way

Deliverables:

- Partner with senior non-financial stakeholders to analyze financials/KPIs and convert insights into decisions that maximize profit.
- Work with each MA to build service-line P&L accounts on a driver-based model (price/volume/mix, cost, productivity); model initiatives to accelerate surplus; set MA-specific targets and run a monthly review (variance, commentary, actions).
- Assess MA's capability to produce monthly reports, forecasts, and budgets; train and advise on mitigating risks.
- Establish and embed commercial KPIs and systems, implementing improvements that stick.
- Institutionalise data: standardised templates/definitions, automated data flows (e.g., Power Query/Power BI) to a central model, quality controls, and self-serve dashboards; train MA staff and document processes.
- Lead price reviews by service and MA: set guardrails, assess elasticity/competition, run sensitivities, and quantify P&L and cash-flow impact pre-go-live.
- Build and maintain investment models (ROI/NPV/payback, scenarios, risks) that are explicitly translated to each MA's P&L and cash flow.
- Conduct impact analysis of initiatives, including baselines and success metrics; quantify post-implementation impact on surplus, margins, KPIs, and service outcomes; and feed learning into pricing, investment cases, and plans.
- Run a monthly performance forum with each MA to review P&L, KPIs, pricing outcomes, and investment cases, and agree on actions.
- Drive efficiency and continuous improvement by challenging current ways of working and deploying new financial approaches.

Reporting/Management Responsibility:

- Yes

Expertise/Skills

- Qualified chartered accountant/CIMA/health economist/MBA/data analyst (with experience in using templates for P&L development) with relevant post-qualification work experience.
- Senior Stakeholder management, business partnering experience, and experience working with multinational third parties/clients.
- IT skills - a whizz with Excel, pivot tables, modelling tools, Power BI, and PowerPoint presentations.
- Creative analytical skills - interrogates data to find answers and trends.
- Good at explaining what, why & how to non-finance stakeholders - can explain the 'so what'.
- Experience with transformation, and/or implementation of target operating models.
- Adaptive approach, conscious of deliverables and timelines, ability to multitask and deal with ambiguity.
- Knowledge of health financing is desirable.
- Treasury management.
- Excellent presentation skills
- Oral and written communication and reporting skills in English. (French/Spanish desirable).
- Collaborative and open working style.
- International travel required approx. 20% per annum.

Your Ethos:

- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrates ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.
- An intersectional (pro) feminist passionate about sexual reproductive health care rights + justice, including safe abortion.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of workers' rights and access to health care in sex work.

IPPF is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers, contractors and partners to share this commitment. Anyone employed with IPPF agrees to sign and adhere to IPPF's Code of Conduct and Safeguarding (Children and Vulnerable Adults) Policy.