

Senior Manager – Finance and Operations

Location: Brussels, Belgium (FEBA Office)

Contract Type: Full-time (40h/week), initial 12-month contract (Belgian labour law), renewable and convertible to CDI based on performance.

Reports to: Chief Executive Officer

Direct Reports: Finance and Administration Manager

Salary Range: €4,000–€5,500 gross/month (depending on experience)

Start Date: As soon as possible

Summary

The European Food Banks Federation (FEBA) brings together 350+ Food Banks across 30 countries to reduce food waste and fight food insecurity.

We are looking for a proactive and entrepreneurial leader to join our core team as Senior Manager for Finance and Operations.

This is a hands-on, strategic, and high-impact role for someone who wants to build and strengthen the internal backbone of a purpose-driven European network. Reporting directly to the CEO, you will drive FEBA's financial sustainability, operational efficiency, and organizational accountability. You'll supervise the Finance and Administration Manager and collaborate closely with external partners (e.g. HR consultants, accountants, auditors) to ensure FEBA's systems and practices are solid, agile, and aligned with our mission.

You will be a strategic business partner to the Fundraising and Partnerships Team, whose role is to secure grants and donations for FEBA and its Members.

If you thrive in an environment that values initiative, teamwork, and purpose – and you enjoy building systems that make organizations stronger – then this role is for you.

Key Responsibilities

Financial Leadership

- Lead FEBA's financial management, from strategy and budgeting to reporting and compliance.

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- Provide stability to the finance function by implementing the final roll out of the new Fundraising and Grant Management System Amp Impact (a Salesforce Platform).
 - Collaborate with the Finance and Administration Manager to implement the financial tracking, monitoring, and forecasting tools developed throughout 2025, proposing enhancements where possible.
 - Ensure transparent and accurate financial reporting to the CEO, Board, and funders.
 - Support the Fundraising and Partnerships Team to design proposals and budgets which are aligned to the organizational plan and are fiscally compliant.
 - Manage grant and project finances in line with EU and donor requirements, including EU grant eligibility rules.
 - Strengthen internal financial controls and risk management processes.
 - Supervise audits and maintain relationships with banks, auditors, and financial partners.

Operations & Administration

- Oversee and optimize FEBA's operational processes to ensure smooth day-to-day functioning.
- Ensure organizational policies and procedures, such as the travel policy or procurement policy, are compliant with EU eligibility rules and support implementation throughout the organization.
- Supervise the Finance and Administration Manager, fostering efficiency, accountability, and collaboration.
- Coordinate and align work with external consultants (finance, HR, legal, etc.) to strengthen FEBA's internal systems.
- Support the CEO on governance and reporting to the Board of Directors.
- Oversee HR policies, recruitment, payroll, and employee engagement with support from external HR partners.
- Ensure compliance with Belgian and EU labour, fiscal, and legal obligations.

Profile & Qualifications

- Master's degree in finance, business administration, economics, or related field.
- Minimum 8 years of relevant experience in managing financial and operational processes, preferably in a non-profit or EU-funded environment.

- Proven track record in budget management, grant reporting, and organizational systems building.
- Strong understanding of Belgian and EU financial and labour regulations is considered an asset.
- Entrepreneurial mindset with a practical, can-do approach.
- Excellent communication and interpersonal skills.
- Fluency in English; French or another European language is an advantage.

Our Culture

At FEBA, we believe in purpose-driven excellence and operational integrity. Our team is dynamic, mission-oriented, and committed to tangible impact. We work best with people who are:

- Strategic thinkers who turn ideas into systems and see challenges as opportunities for improvement.
- Hands-on and pragmatic, willing to roll up their sleeves in a small but high-performing international team.
- Independent professionals who also thrive in collaborative, cross-cultural environments.
- Entrepreneurial and proactive, not afraid to question the status quo to make systems work better.
- Aligned with FEBA's values of solidarity, accountability, and innovation.

If you're looking for a large hierarchical organisation — this isn't it.

If you want to lead the financial and operational transformation of a European non-profit network, FEBA is the right place for you.

Why Join FEBA

- Drive the financial sustainability and operational excellence of a purpose-driven European network.
- Lead strategic initiatives at the intersection of finance, governance, social and environmental impact.
- Be a part of a small but growing team, passionate about a mission that reduces food waste and fights food insecurity across Europe.
- Competitive package (€4,000–€5,500/month gross) plus competitive benefits package including pension contribution, hybrid working arrangement, hospitalisation coverage, year-end bonus and meal voucher contribution.

How to Apply

Send your CV and cover letter to recruitment@eurofoodbank.org with the subject line “Senior Finance Manager Application.”

Deadline: Friday, 28 November 2025 (17:00 CET).

Applications will be reviewed on a rolling basis. Only shortlisted candidates will be contacted.