



We're Hiring! Financial Controller – World Athletics (Monaco)

World Athletics is looking for a new **Financial Controller** to ensure accurate financial reporting and oversees the company's accounting operations of the world's most participated sport: athletics. Are you passionate about finance and sport? This role is for you!

This position is based at **World Athletics Headquarters in Monaco.**

About World Athletics www.worldathletics.org

World Athletics is the global governing body for the sport of athletics, encompassing track, field, road, trail and cross-country events. We work with **6 continental federations** and **214 national member federations**, guiding and growing the sport globally.

We organize leading international competitions, including the **World Athletics Championships**, the **World Athletics Series (WAS)** events, and the **one-day meeting circuits** such as the Wanda Diamond League, Continental Tour, World Indoor Tour and Road Race Label events.

Headquartered in **Monaco**, World Athletics includes **115 staff members from 30 nationalities**. Under the presidency of **Lord Sebastian Coe**, the organization has undergone significant modernization and reform, strengthening the sport at all levels.

Our vision is clear: **“To use the power and accessibility of athletics and our athletes to create a healthier and fitter world.”** We strive to grow athletics from playgrounds and parks all the way to the Olympic podium.

Key Responsibilities

Reporting directly to the Head of Finance, you will join a team of two people and will play a central role in steering the organization's financial performance. You will be responsible for ensuring reliable budget monitoring, producing relevant financial analyses, and coordinating monthly closings with the accounting team. The role sits within a context of structuring financial processes and deploying a new Finance ERP, requiring rigor, analytical skills, and strong communication and training abilities with operational teams. You will ensure that every initiative reflects World Athletics' values: integrity, inclusivity, innovation, and the advancement of athletics globally. Your role includes:

Monthly Closing & Financial Steering

- Coordinate monthly financial closings in collaboration with the accounting team.
- Analyze monthly results and provide clear financial commentary.
- Ensure consistency between accounting data and management control data.

Budgeting & Performance

- Lead the annual budgeting process and quarterly reforecasts.
- Ensure rigorous budget monitoring by department and by project.
- Analyze variances and flag potential budget deviations.

Support to Operational Teams

- Act as a financial business partner to operational managers.
- Contribute to spreading financial and budgetary awareness across teams.
- Help teams understand and anticipate their financial commitments.

Finance ERP

- Actively contribute to the deployment of the new Finance ERP.
- Participate in defining management control requirements.
- Test and validate financial reporting within the ERP.

Internal Control

- Serve as the internal control and financial risk referent.
- Ensure documentation and updates of internal processes.
- Oversee the implementation of automated controls within tools.

Skills & Experience Required

- Higher education in finance, management control, or equivalent.
- Confirmed experience (5–8 years) in management control, audit firm, or equivalent.
- Strong expertise in monthly closings and budget management.
- Experience or strong interest in Finance ERP projects.
- Advanced proficiency in Microsoft Office 365 tools (Excel: VLOOKUP, SUMIF, index match, BI tools) and collaborative tools (Teams, SharePoint).
- Excellent command of English (B2–C2) and French, both written and spoken.
- Strong organizational, anticipation, and analytical skills.
- Rigor, reliability, analytical thinking, ability to summarize and teach.
- Structured, proactive approach with a continuous improvement mindset.
- Excellent interpersonal and communication skills; team spirit, motivation, and engagement.
- Impeccable integrity, commitment, and loyalty.
- Exemplary professional conduct, respectfulness, and absolute discretion.
- Ability to foster collaboration and maintain strong professional relationships internally and externally.
- Ability to manage multiple priorities and deadlines while maintaining high-quality output in a demanding, constantly evolving environment.
- Capacity for pedagogy, flexibility, adaptability, and comfort in fast-paced, challenging environments.
- Openness to diversity and multicultural environments.
- Knowledge of athletics.

What We Offer

- ✓ Join a passionate, international team
- ✓ A diverse and inclusive workplace
- ✓ A unique work environment in Monaco (sea + sunshine!)
- ✓ Opportunities for professional development
- ✓ Hybrid work (1 remote day/week)
- ✓ Competitive benefits package (medical, insurance, etc.)

How to Apply

Send the following in English to jobs@worldathletics.org before 18 March 2026:

- CV and Cover letter
- Current remuneration
- 3 referees (contacted at final stage)
- Any other relevant documents