

JOB DESCRIPTION

Job Title: Financial Controller - Zambia

Reports To: Group CFO

Location: Lusaka (with travel to Camps)

Start Date: Immediate

Contract Type: Permanent

Time + Tide | Who We Are

We are guides and guardians of some of the most remote places on Earth, with a family of luxury properties in Zambia and Madagascar. Across land and sea, we have a legacy in responsible tourism and offer modern-day explorers the luxury of space and the chance to feel fully alive. Our team take extraordinary care in sharing our deep appreciation for the land, wildlife and culture.

Financial Controller | About the Role

Time + Tide is seeking an experienced Financial Controller to lead and manage all in-country finance operations in Zambia. The role has full responsibility for day-to-day finance, statutory compliance, tax matters, and financial controls across the Zambian entities. The Financial Controller will manage the local finance team, work closely with the General Manager, Camp Managers and Group Finance, and act as the primary finance interface with ZRA and other statutory bodies.

This is a hands-on, senior role requiring strong technical capability, sound judgement, and experience in remote safari or hospitality operations.

Key Responsibilities and Duties:

- Full ownership of day-to-day finance operations across the Zambian entities
- Lead, manage, and develop the Zambia finance team
- Ensure accurate and timely month-end close, including P&L, balance sheet, cashflow, and balance sheet reconciliations
- Maintain strong financial controls and compliance across all operations
- Full responsibility for all statutory requirements and filings, including VAT, PAYE, NAPSA, Tourism Levy, and other local taxes
- Act as the primary point of contact with ZRA and other regulatory authorities, including handling audits, queries, and inspections
- Lead the preparation of annual statutory accounts and manage the external audit process
- Monitor cashflow, funding requirements, and working capital, and proactively flag risks

- Oversee CAPEX and OPEX against budget, including asset registers and capitalisation policies
- Review inventory movements and cost allocations across camps
- Ensure intercompany recharges and group reporting requirements are met accurately and on time
- Work closely with General Managers on operational finance matters and decision-making
- Provide clear, timely financial reporting to Group Finance, the Executive team, and Senior Management
- Drive continuous improvement in systems, processes, and team capability

Experience, Qualifications and Competencies:

- Fully qualified accountant (ACCA, ACA, CIMA, ZICA or equivalent)
- Minimum 3-5 years' experience in a Financial Controller or senior finance role
- Prior experience in the safari, hospitality, or remote lodge environment is essential
- Strong hands-on experience with QuickBooks (multi-entity experience preferred)
- Experience with SOS or similar operational / stock systems is an advantage
- Strong understanding of Zambian tax and statutory requirements
- Proven experience managing and developing finance teams
- Excellent Excel and Microsoft Office skills
- Able to work independently, manage pressure, and operate in a fast-paced, operational environment
- Strong communicator, comfortable engaging with senior management and non-finance stakeholders

Please submit your application to our Head of People and Culture at
jess@timeandtideafrica.com