CFO & HR Lead

(Spain - GMT to GMT+1, **Fully Remote & 3-5 days/week**)

Do you want to work in a pioneering company in its sector, with an impact on society and relevant clients at a global level? Are you looking to boost your professional growth, being part of an emerging company? Then Eticas is for you!

At Eticas, we are on a mission to protect people in technology processes and are global leaders in Responsible and Fair AI. Over the last decade, we have developed our cutting-edge methodologies & tools to identify and mitigate bias, promote fairness, and ensure AI & ML algorithms obtain more accurate results. With our flagship Algorithmic Auditing product, we turn ethics into a competitive advantage for our clients. We are the seatbelts of AI.

Eticas is at a crucial point in its history. We have been preparing for years for a time when Responsible AI would be at the top of the global agenda, and we are (finally!) reaching that point. What better a moment than now for Eticas to maximize its potential and expand its reach? It's for this reason we have decided to expand to the US, to supercharge our impact. We need a winning team to execute this plan and assert ourselves as both global leaders shaping the Responsible AI policy agenda, and pioneers in deploying commercial auditing solutions.

What will your role look like?

We are seeking a highly motivated and experienced CFO & HR Lead to head our finance and HR functions. The successful candidate will be responsible for developing and implementing financial and HR strategies that will support our growth objectives. This is a key leadership role within Eticas' Management Team. It requires the ability to build professional processes, manage complex projects and collaborate with cross-functional teams.

Your key responsibilities:

- Develop and implement **financial strategies & modeling** that support the company's growth and capital-raising objectives
- **Oversee financial planning and analysis, budgeting, forecasting, and financial reporting.** Responsible for building and implementing robust **FP&A processes**, and a reliable **accounting system** in order to ensure **accurate financial reporting and enable better decision-making**. This is required at company level, and per project in order to meet funder reporting requirements.
- Manage the **company's cash flow** and ensure that adequate funds are available to support operations, **forecast future cash requirements** in order to **raise +$20 million**
- Develop and implement **HR strategies** that support the company's growth objectives
- Manage the company's **recruitment, onboarding, and retention efforts**
- Develop and implement HR policies and procedures, **fostering organizational culture**
- Together with the CEO, COO build the **professional governance structure** and governance processes which Eticas requires to grow to the next level
- Ensure **compliance with relevant Financial and Labor laws** and regulations
- **Collaborate with cross-functional teams** to ensure that financial and HR strategies are aligned with overall company objectives
- Lead the development and implementation of processes and systems supporting growth
- Manage the finance and HR teams, provide leadership, and guidance to team members

Ideally, you...

- Have **leadership experience** in building the **Finance department** in start-up, socially-driven fast-growing organizations, with a proven ability to navigate risk
- Have strong **finance acumen, accounting and financial modeling expertise**, coupled with some experience **raising capital** and **negotiating deals**
- Are a highly **strategic thinker**, able to implement financial and HR strategies that align with Eticas' ambitious targets and growth objectives, including team development
- Experience **building talent retention plans**, building organizational culture, and **empowering employees**
- Have strong **communication and interpersonal skills**, both to internal and external stakeholders, including investors, board members, executive leadership and clients.
- Uphold **flawless compliance and governance** principles
- .**Want to make a difference in the Responsible Technology** field and be a crucial part in the growth, direction and impact of a mid-sized organization with huge potential
- Preferably **MBA or Bachelor's in Finance, Business, Human Resources, Management**
- **5+ years of experience** in finance, auditing, HR leadership roles
- **Strong analytical and problem-solving skills**, with the ability to identify opportunities and risks, and make data-driven decisions.
- Aligned with the organization's mission and values.

We would love it if you also...

- Speak Spanish
- Understand what algorithmic bias is and how to audit for fairness
- Have a Privacy Concern and are concerned about the importance of Data.

What does working with Eticas look like?

- We are pioneers of the sector in the world, so our day-to-day is never a routine. We embrace the challenge of learning how to improve and how to add value to others!
- We work as a community, learning together from an emerging business. You will always count on us! We are diverse in technical and management profiles, whose motivation and knowledge we learn from every day. We really care about what we do, because we want to have an impact on society through our work.
- We want to positively impact the world. You will work in a company that wants to generate a global change, in pursuit of justice and responsibility.
- This position part/full time **3-5 days/wk** and a gross-salary of **€35-50k annually** + bonus.
- We believe in the independence of carrying out our tasks. We insist on high standards.
- We encourage and embrace diverse backgrounds, because we understand the value of diversity to increase our value as a company.

What will make you succeed with us?

- A Finance & HR guru! Attention to detail, accuracy and rigor.
- A can-do mindset, up for the challenge to take Eticas to the next level
- Previous experience in similar positions & working remotely.
- Excellent people & communications skills with high emotional intelligence
- Ability to establish relationships based on respect, trust and consistency

If after everything we have explained, you think you are the best candidate, send an email to careers@eticasconsulting.com with your CV and a motivation letter, explaining why you are interested in working with us and what you can contribute to Eticas and the above role.