

Date: 03 February 2025

Author: Richard Savill

Treasury strategy support

Introduction

Blue Ventures has evolved in size and complexity over the last few years. This is particularly the case financially with funds now remitted all around the world to different parts of the organisation and to different partners, in a number of different currencies. Our treasury practices have not kept pace with the evolution of this complexity and are underdeveloped.

Although there is some capability within the existing team in terms of managing treasury to process, there is not the expertise or capacity to develop a strategy, accompanying policies and the processes that need to come from those policies. We are therefore seeking a fractional treasurer to help us address these challenges.

The assignment will be an initial consultancy based on deliverables set out in this terms of reference.

Objective

The objective of this work is to provide expertise support to Blue Ventures to draft a strategy for treasury management and specifically within that a strategy for managing FX balances and flows to mitigate the risks that come with FX volatility.

In addition to a strategy, we are looking for the development of processes, policies and procedures within Blue Ventures to enable the organisation to effectively monitor and manage treasury and FX risk moving forward. This Assessment will aim to provide a prioritised action plan allowing Blue Ventures to consider how best to bolster its approach as the organisation grows in size and complexity.

The purpose is to ensure that Blue Ventures is equipped to manage FX risk with the limited resources available to it and has a strategy and set of policies that are commensurate for what the organisation needs, focusing on following the principle of simplicity.

Scope

The scope of the assignment is to cover all treasury management strategies and practices that Blue Ventures should be employing to manage its risk in these areas. This will include strategies for dealing with banking and liquidity globally, strategies for managing FX exposures and flows and the associated policies and processes that come with these strategies.

Key deliverables

The key deliverables are:

A Current state assessment:

- Evaluation of Blue Ventures existing treasury strategy

- Evaluation and calculation of Blue Ventures existing foreign exchange exposures on the balance sheet
- Evaluation and calculation of Blue Ventures exposures on budgeted inflows and outflows
- Evaluation of Blue Ventures existing processes

The development of strategies:

- Development of a new Blue Ventures Treasury strategy
- Development of a new Blue Ventures FX strategy - including setting risk profile for exposures
- Development of tools for Blue Ventures to monitor and understand exposures allowing for different input variables

The development of policies and processes:

- Development of a new treasury policy
- Development of an FX policy
- Development of monthly / weekly / ad-hoc processes that will sit alongside the above policies and strategies

Skills and Experience

We are looking for a proven track record in treasury management and FX risk mitigation within complex, multi-currency environments. Specifically, the ideal candidate will have:

- Treasury Strategy Development: Extensive experience in designing, implementing, and refining treasury strategies for organizations undergoing growth and operational complexity.
- Foreign Exchange (FX) Expertise: In-depth knowledge of FX markets with a strong ability to assess, quantify, and mitigate FX exposures through innovative strategies and risk profiling.
- Policy and Process Design: A solid background in developing and deploying robust treasury and FX policies, as well as establishing effective monitoring and reporting processes.
- Financial Analysis & Modelling: Advanced analytical skills, including experience with financial forecasting, cash flow analysis, and scenario planning to support strategic decision-making.
- Stakeholder Collaboration: Excellent communication and interpersonal skills to engage with senior finance leadership (e.g. CFO, Global Financial Controller) and effectively liaise with cross-functional teams.

Anticipated timeframe and budget

The budget for this work is £6,000 including VAT.

The timing should be set to coincide with time in the office with the Chief Finance Officer, the Global Financial Controller and the Financial Accountant. It is anticipated that the engagement will commence at the start of March.

Application process

Please send a short cover letter outlining your relevant experience and your approach together with a CV to richard.savill@blueventures.org by COB 26 February 2025.