

Job Description
Finance Manager
Vision Logistics U Limited

Department	Finance.	
Reports to	Direct: Managing Director	Technical: Managing Director
Location	Kampala Head Office	
Workdays & Hours	Monday - Friday, 8am – 5pm. Saturday - 8am – 2pm	
Supervises	Direct: Finance Officers, Accountant, Auditors	Technical: N/A

Company Profile

Vision Logistics (U) Limited is a leading service provider in offering; Customs Clearing & Freight Forwarding services in EAC Region and beyond, Mobility Vehicles & Construction Equipment Leasing in Oil & Gas sector and Procurement Consultancy Services. Guided by our core values—Integrity, Excellence, Innovation, Safety, and Customer-Centricity—we deliver trusted and efficient logistics solutions that empower sustainable growth for our clients across the region. We are currently implementing the Integrated Management System (**ISO QMS 9001, EMS 14001 & OHMS 45001 Standards**). We are Qualified by the Petroleum Authority of Uganda (PAU) to operate in the Oil & Gas sector of Uganda on NSD Number: **NS-15122/2023/4102**. We are a licensed Customs Agent by Uganda Revenue Authority (URA) on License Number: **2025/259**, We're also a member of Uganda Clearing Industry & Forwarding Association (UCIFA) on Membership Number: **UCIFA 5158**.

JOB SUMMARY

The Finance Manager oversees the financial operations of the company by managing accounting, budgeting, financial reporting, compliance, and internal control systems. The role ensures strong financial stewardship, supports strategic decision-making, and enhances operational efficiency through effective financial planning and management.

JOB RESPONSIBILITIES

- Oversee financial planning, budgeting, forecasting, and financial analysis to support strategic decision-making and ensure alignment with the company's long-term goals.

ROLE PROFILE

- Manage accounting operations including general ledger, payables, receivables, payroll, reconciliations, and asset management while ensuring accuracy, transparency, and compliance.
- Develop, implement, and maintain strong internal controls, financial policies, and procedures that safeguard company assets and promote financial discipline across the organization.
- Ensure full compliance with all applicable government laws and regulations including the Income Tax Act, VAT Act, URA tax procedures, Companies Act, employment-related statutory deductions, IFRS, and any other relevant financial regulatory frameworks.
- Prepare and share key reports including financial statements, management accounts, cash flow reports, budget performance reports, variance analysis reports, tax compliance reports, statutory returns, audit reports, asset and depreciation schedules, receivables and payables aging reports, expenditure reports, cost analysis reports, revenue performance reports, and monthly, quarterly, and annual financial performance reports for management and regulatory bodies.
- Lead, mentor, and develop the finance team by fostering teamwork, encouraging collaboration, ensuring effective delegation, conducting performance appraisals, identifying training needs, and supporting long-term career development.
- Work closely with other departments—Operations, Supply Chain, HR, Administration, and Business Development—to build synergies, enhance cross-functional cooperation, ensure alignment of financial planning with operational goals, promote cost efficiency, and support data-driven decision-making across the organization.
- Drive innovation and continuous improvement by enhancing financial systems, implementing digital tools, automating processes, and improving the accuracy, speed, and reliability of financial reporting.
- Manage company cash flow, banking relationships, investment activities, working capital, and credit control processes to maintain liquidity and financial stability.
- Oversee tax planning and compliance by ensuring timely and accurate filing of VAT, income tax, withholding tax, PAYE, and other statutory obligations while maintaining positive relations with regulatory authorities.
- Coordinate internal and external audits, ensure audit readiness, facilitate documentation, respond to audit queries, and implement corrective actions to strengthen financial governance.
- Provide strategic financial insights to senior management on cost control, profitability, opportunities for revenue growth, financial risks, and operational efficiency improvements.

Confidential



ROLE PROFILE

- Review and approve payments, contracts, procurement expenditures, and financial commitments to ensure alignment with budgets, internal controls, and company policies.
- Champion financial literacy across the organization by supporting departments with cost interpretation, financial planning guidance, and effective use of financial resources.
- Among other roles that may be assigned to you from time to time.

EDUCATION, LICENSES, & CERTIFICATIONS

- Bachelor's degree in accounting, Finance, Business Administration, or related field (master's degree is an added advantage)

EXPERIENCE

- Professional certification such as ACCA, CPA, CFA, or CIMA is required.
- Minimum of 5 years' progressive experience in financial management, preferably in logistics, transport, supply chain, or related sectors.
- Strong knowledge of IFRS, tax laws, and financial regulatory requirements in Uganda.

KNOWLEDGE, SKILLS & ABILITIES

- ☐ Strong financial analysis and strategic planning skills.
- ☐ Excellent communication, negotiation, and interpersonal skills.
- ☐ High level of integrity and attention to detail.
- ☐ Proficiency in accounting software and advanced Excel skills.
- ☐ Ability to work under pressure, meet deadlines, and manage multiple priorities.
- ☐ Strong understanding of cost management, budgeting, and financial modeling.
- ☐ Integrity in all financial transactions and reporting.
- ☐ Excellence in budgeting, analysis, and financial controls.
- ☐ Innovation by improving financial processes and systems.
- ☐ Safety by ensuring compliance and reducing financial risk exposure.
- ☐ Customer-Centricity by supporting operational teams to deliver value to clients.

Share your Resume, Application and Academic credentials at -
hr@visionlogisticslimited.com

THE DEADLINE IS 10TH DECEMBER 2025 5:00PM.

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