

ABOUT ST. MAARTEN LABORATORY SERVICES (SLS)

St. Maarten Laboratory Services (SLS) is a leading medical and environmental laboratory located in Cay Hill, Sint Maarten. Established in 2008, SLS provides a wide range of diagnostic services, including clinical chemistry, hematology, microbiology, pathology, and cytology, as well as environmental and water testing. It operates multiple collection centers across the island for patient convenience and holds internationally recognized accreditations, assuring quality and reliability in its testing procedures. With its advanced facilities and commitment to accuracy, SLS plays a vital role in supporting healthcare, public health, and environmental safety across Sint Maarten.

On behalf of St. Maarten Laboratory Services (SLS), BDO is looking for a

FINANCE MANAGER

KEY RESPONSIBILITIES

- **Financial Strategy & Policy:** Develop and implement financial policies aligned with organizational goals; advise the Director on finance, investments, and risk matters; and ensure full compliance with corporate governance frameworks and applicable accounting standards.
- **Budgeting & Planning:** Prepare annual and multi-year operational and investment budgets, monitor performance against targets, and provide financial forecasts and cost-benefit analyses to support informed decision-making.
- **Accounting & Reporting:** Deliver accurate and timely financial statements and management reports, analyze financial data to support strategic decisions, coordinate the year-end audit process, and implement agreed recommendations arising from external audit findings.
- **Cash Flow & Treasury Management:** Manage cash flow, liquidity, accounts receivable and payable, and working capital, while ensuring effective collections and supporting optimal funding and capital-structure strategies.
- **Internal Controls & Compliance:** Maintain robust internal controls, SOPs, and risk-mitigation mechanisms; ensure adherence to laws, regulations, and the Dutch Accounting Standards; and identify non-conformities and recommend corrective measures to strengthen financial processes.
- **Team Leadership:** Lead, train, and motivate the finance team; conduct performance assessments; and ensure continuity of operations through effective task delegation and a positive, high-performance work environment.
- **Quality Assurance & Process Improvement:** Develop and oversee financial SOPs and QA systems, identify

risks and preventive actions, and promote efficiency, accuracy, and transparency across all financial operations.

- **Stakeholder Engagement:** Provide financial insight to the Director, Management Team, and Supervisory Board, and maintain effective communication with auditors, banks, government bodies, and other key stakeholders.

QUALIFICATIONS AND REQUIREMENTS

- Master's Degree in Finance or a related field, complemented by at least five years of relevant managerial experience.
- Strong expertise in budgeting, asset management, cost accounting, and application of the Dutch Accounting Standards.
- Proficiency with accounting software, management information systems, and Microsoft Office.
- Excellent analytical, organizational, and problem-solving abilities, with the capacity to develop and implement financial policies.
- Effective leadership and interpersonal skills to motivate, coach, and manage Finance staff.
- Strong negotiation and stakeholder-management capabilities, both internally and externally.
- Excellent command of English (spoken and written); proficiency in Dutch is considered an asset.
- In-depth understanding of St. Maarten's social, economic, and governance context.
- High level of accountability for financial accuracy, regulatory compliance, and audit readiness.
- Demonstrated integrity, initiative, attention to detail, and sound decision-making.
- Ability to collaborate across teams, adapt to changing environments, and uphold high ethical and professional standards.

ROLE SUMMARY

The Finance Manager (FM) oversees the full financial management and reporting function of SLS and is responsible for delivering accurate and reliable financial information. This enables the Director and management to make well-informed financial decisions and achieve the organization's financial objectives. The role is exercised in alignment with the Corporate Governance Code and within the boundaries of the Delegation of Financial Authority (DFA).

TERMS OF EMPLOYMENT

- Remuneration is competitive and will be negotiated with the successful candidate.
- The position may require occasional travel to attend meetings, conferences, and site visits.

HOW TO APPLY

If you meet the qualifications/requirements and are interested in applying for this position, we invite you to apply via email to: BDO Dutch Caribbean Email: applications@bdo.sx

Reference: **application Finance Manager - SLS**
Additional queries (if any) should be forwarded to applications@bdo.sx. The deadline for submitting your resume and motivation is **December 31, 2025**. All applications should be submitted along with the following documents:

1. Cover letter with short motivation;
2. Updated Curriculum Vitae;
3. Certified copies of all academic transcripts, professional membership qualifications, and certifications;
4. Names of three referees, two of whom have closely supervised your performance at work during the last 5-10 years.

Note: A clean police record and a comprehensive assessment are mandatory for the selection process. Only candidates shortlisted will be contacted for interviews.