
CEO Alliance Microfinance, Addis Ababa, Ethiopia

Job Description

About the organization:

Alliance Microfinance will be a new established microfinance institution in Ethiopia led by a consortium of Norwegian and Ethiopian investors. As a regulated institution by the National Bank of Ethiopia, likely incorporated as a Share Company, the new MFI seeks to address the vast, untapped demand for formal financial services in a country where an estimated 70-80% of the population of more than 120 million inhabitants lack access to such services.

By year three of operations, the company expects to have over 30,000 active clients and a growing and high-quality loan portfolio, offering group loans to farmers, agricultural companies, women and men in peri-urban and rural areas across the country. Over the coming five years, with support from the investors, the institution aims to expand its outreach with a range of products, including a wider array of loan products, savings, and various nonfinancial products, expanding its reach throughout Ethiopia. This will be achieved with a brick-and-mortar model as well as a digital, fintech, cashless and branchless model.

Familiarity with both business models (especially digital financial services) would be a strong plus as well we expect the candidate to show strong knowledge on ESG as well as social performance topics. The consortium dreams of building a financial institution for Ethiopians and hence a customer centricity mindset should be a given.

This position is open to both foreigners and local talent.

About the job:

Based in Addis Ababa, the candidate will serve as the Chief Executive Officer of the MFI, reporting to its Board. He/she will oversee the overall management of the institution, including providing clear leadership and direction to the institution, ensuring solid operating and financial performance, recruiting and developing the talent needed to accomplish high performance standards and overseeing new operational systems and procedures.

He/she will have primary responsibility for achieving the ambitious growth strategy developed by the stakeholders, and for positioning the MFI as a leading provider of high quality financial services to the poor. The new CEO will have the support of the Board of Directors as he/she drives the growth of the business. This will include assuming leadership in four key areas:

- Overall management and governance
- Strategic planning and business development
- Human resource and talent development
- Communications and external stakeholder relations

Responsibilities:

Overall Management and Governance

- Serve as ex officio non-voting member of Board of Directors
- Execute the policy decisions of the Board
- Manage the day-to-day operations of the institution by providing clear leadership and guidance to all functions of the institution, including Finance, Operations, Administration, Special Projects, HR, IT
- Cultivate culture of cooperation and high performance
- Drive organizational performance, both quantitative and qualitative; achieve business plan targets
- Ensure effective collaboration with the various shareholders
- Uphold standards of risk management at all levels and ensure effective supervisory control and management review
- Sustain the institution's social mission and its dedication to financial inclusion

Strategic Planning and Business Development

- Develop annual and longer term plans and budgets, incorporating input from the different departments for approval by the Board
- Oversee the implementation of budgets and strategic plans, including oversight of fundraising
- Set financial and operational performance targets for all key operating units
- Set employee performance standards required to achieve short and long term objectives and goals
- Lead the MFI's expansion into new geographic areas of Ethiopia

Human Resource and Talent Development

- Build a strong and effective senior management team
- Establish an effective and competent participatory and inclusive management style
- Implement performance management system for senior management team as well as KPIs and incentive schemes
- Oversee and support the development and implementation of effective HR policies and procedures for recruitment, training and talent development
- Motivate all staff and ensure that staff is dedicated to the mission and vision of the MFI
- Mentor and coach senior and junior management

Communications and External Stakeholder Relations

- Build the MFI's reputation as a company committed to excellent client services, both internally and externally
- Maintain solid relations with shareholders and external parties, including various Ethiopian government agencies, the Government of Ethiopia, the Central Bank of Ethiopia, investors, and other business partners
- Ensure quality information flow to investors, regulators and other stakeholders as relevant

Qualifications:

- A Master's degree in business or finance is desirable
- At least fifteen years of direct experience in financial services, at least 10 of which should have been in senior management positions in a retail or microfinance bank or similar financial services company
- General knowledge of a wide range of micro banking products, including loans, savings and insurance
- Advanced knowledge of retail microfinance or banking operations, products and services as well as knowledge of standard microfinance compliance regulations, microfinance law, business law, employment and labor law, internal operational policies and procedures
- Demonstrated experience leading and building cohesive, high performing teams
- At least some professional experience in developing/emerging economies, preferably in Eastern Southern Africa
- Strong analytical, interpersonal, communication and influencing skills
- Ability to delegate effectively amongst teams and show commitment to the long-term development of the management team through coaching and mentoring
- Comfortable in a fluid environment, self-directed, flexible and creative
- Commitment to the institution's social mission and corporate values
- For local talents, fluency in English and Amharic is required as well strong knowledge of local dialects a strong plus. For foreigners, fluency in English is required and Amharic a strong plus.
- Willingness to be based in Addis Ababa, with frequent travel throughout Ethiopia.
- Positive roll-up-sleeves type of attitude essential.

Challenge areas:

- Ability to win the trust and confidence of shareholders to the extent that the day-to-day management of the MFI requires less Board oversight
- Ability to develop strong relationships with all of the executive team
- Cultural nuance and sensitivity
- Blend of tough and caring, benevolent and inclusive leader

Benefits:

- A competitive salary in line with experience and market developments
- Housing allowance
- Car and driver
- Bonus

How to apply:

- Please do send your CV and a cover letter to matteo.marinelli@amas.as