

Advertisement for Recruitment of the Head of Finance for Growth and Jobs Position

About AFR

Access to Finance Rwanda (AFR) is a Rwandan not for profit company established in 2010 by the Governments of United Kingdom and Rwanda. AFR is currently funded by UK's Foreign, Commonwealth and Development Office (FCDO), Sweden, the MasterCard Foundation and USAID.

AFR is part of the broader Financial Sector Deepening (FSD) Network of programmes in Africa that seek to improve livelihoods of low income people and contribute to the desired economic transformation by supporting efforts to improve financial inclusion and financial sector development.

AFR's intention is to remove systemic barriers that hinder access and usage of financial services by low income people, particularly the rural poor, women, youth and MSMEs. AFR supports the development and provision of financial services including saving, credit, insurance, pension, payments, remittances and capital market development.

The Role

The Head of Finance for Growth and Jobs bears the prime responsibility for leading program development and implementation for AFR's Finance for Growth & Jobs Pillar; ensuring that a comprehensive portfolio of impactful projects is developed and implemented to high standards. This includes leading the development of SME and Agribusiness financing strategies, as well as capital markets development.

The Head of Finance for Growth and Jobs will lead analysis of the ecosystem within which the Pillar operates, understanding how supply, demand, and enabling environment, interact to support or hamper the growth and inclusiveness of Rwanda's financial markets, and the effect they have on promoting growth and job creation. S/he will constantly monitor the desirability and feasibility of the different routes by which beneficial change can be stimulated, e.g. new investments, instruments, partnerships, communications, etc. The Head of Finance for Growth and Jobs will be expected to initiate and take responsibility for nurturing key business relationships (e.g. with regulators and policy makers, trade associations, private sector entities, stock exchanges, technical or funding partners); providing thought leadership and utilising influencing strategies to support the achievement of AFR's strategic goals.

Reporting line: The position reports to the Chief Programs Officer (CPO).

Supervises: Intervention Managers

[Download](#) the technical job descriptions

Scope of Responsibilities

The Head of Finance for Growth and Jobs will be responsible for the following key tasks:

1. Provide thought leadership to the team and community on how to drive financial market development and inclusiveness; participate in the development of the whole country strategy and lead the development of strategy and annual work plans & budgets for the Finance for Growth & Jobs pillar

2. Lead the review and continuous development of the project pipeline to ensure utilization of funds and achievement of output, outcome, and impact targets; ensure a potentially high impact portfolio of interventions are submitted and approved
3. Coordinate the roll-out of projects so that results are achieved, risks are managed and that quality projects are delivered; ensuring that learning from projects is fully utilised to maximise impact and innovation
4. Clarify the ways in which achievement of AFR's objectives depends upon influencing the mind-set or behaviour of others (e.g. Implementing Partners, policymakers, end-users & other stakeholders); lead the development, implementation, and results-measurement of an innovative Communications & Influencing plan for the pillar
5. Manage the finances associated with the Finance for Growth and Jobs pillar, aiming to maximise the efficiency achieved with the available resources; manage risks arising from the work in the pillar and ensure compliance with AFR and donor policies
6. Lead the Finance for Growth & Jobs team of staff and consultants in a manner that empowers them to add value to AFR and deliver high standards of performance
7. And other duties as requested by the CPO

Education and Qualifications

1. Minimum of bachelor's degree in a relevant field
2. Additional professional qualification and relevant accreditations are an advantage (e.g. CFA, SME Finance)
3. Certification in Project Management (e.g. PMP/ PRINCE2) preferred

Job related experience and knowledge

Essential:

1. Minimum 8 years working experience, including at a senior level, in an SME finance environment (e.g. an SME orientated bank, DevCap institution)
2. Experience of business leadership, resulting in an ability to empathise with the challenges of corporate financial management (this could include entrepreneurial business activities, volunteering, or employment in the SME sector)
3. Knowledge of global regulation in financial markets; capital markets development, ability to understand the financial policy, laws, and regulations in Rwanda.
4. Good general knowledge of financial management practice and high ethical & financial standards for managing funds
5. Clear understanding of SME finance especially for high growth sectors and those with jobs creation potential
6. Understanding of the monitoring and results measurement concepts and processes
7. Track record of managing relationships and influencing key stakeholders at a national level and across cultures if coming from outside Rwanda
8. Excellent written and spoken English

Desirable:

1. Familiarity with major players in financial sector development in Rwanda
2. Languages: French, Kinyarwanda

How to Apply

All candidates should submit their applications by submitting their details on this [link](#) by **21 June 2021 at 5.00pm (CAT)**.

The application should contain a **Resume with e-mail address, daytime telephone contact, qualifications, achievements, experience and names & addresses of three referees together with a cover letter** (maximum 2 pages) summarising why you consider yourself particularly well suited for the position. Do not attach any other documents at this point.

All applications will be selected on merit and only shortlisted candidates will be invited for interviews.

For any questions regarding the application process please contact us at, recruitment@cedaraficagroup.com

Qualified Rwandans and Women candidates are encouraged to apply.

Note: This position is open to local, regional and international candidates with relevant experience and qualifications.