

Chief Executive Officer Microfinance M/F

Advans is looking for dynamic Chief Executive Officers assigned in one of our affiliates, for at least a 3-year period, to drive the ambitious expansion plan of the Institution. Then the CEO will have the opportunity to be assigned to another of our affiliates.

The Advans Group

Advans was created in 2005 with a group of major international Development Finance Institutions (BEI, KfW, FMO, FISEA (AFD Group), IFC and CDC). Advans' mission is to respond to the need for financial services of Micro, Small and Medium-sized Enterprises (MSMEs) and other populations that have ill-adapted, limited or no access to formal financial services, through providing tailored financial services in a sustainable and responsible manner.

The Advans group currently spans the following countries: Cambodia, Cameroon, Côte d'Ivoire, Democratic Republic of Congo, Ghana, Myanmar, Nigeria, Pakistan and Tunisia. Advans International, as head office of Advans Group, supervises each Advans network affiliate and provides technical as well as financial support. Advans MFIs serve over 750,000 clients, for an outstanding loan portfolio of over EUR 770 million and total deposits of over EUR 400 million; the group also employs almost 6,500 staff.

Role and Responsibilities

The Chief Executive Officer works under the direct supervision of the Board of Directors of the Advans affiliate and in close cooperation with the head-office of the Advans Group. The CEO's overall responsibility is to successfully implement the strategy agreed with the Board, delivering the level of financial, operational and social performances expected while keeping risks under control. He/she maintains and develops good relationship with authorities and key strategic partners. Thanks to his/her leadership and vision, he/she inspires staff to achieve high standards of performance and disseminates a culture based on ethics, excellence and client satisfaction.

The mission of the CEO will be to reinforce this momentum and drive the institution through the next phase of its development, positioning it as a leader in financial inclusion in the country. As such, the CEO will have to focus on the following key initiatives: (i) the diversification of the product range, to better serve the core segments of the affiliate (micro-entrepreneurs and SMEs) but also reach out to new segments, including farmers, agri-businesses and salary workers; (ii) the extension of Advans's footprint, to cover the whole country, through a multi-channel approach relying heavily on alternative delivery channels; (iii) the implementation of the organizational changes necessary to sustain the rapid growth.

Desired profile

- ⊕ Master's degree in management/accounting/finance;
- ⊕ 10 years of work experience including, at minimum, 3 to 5 years in a similar position in financial services (retail banking, financial institutions, or microfinance);
- ⊕ Experience in developing countries;
- ⊕ Successful professional experience in management of a commercial venture.

Required Skills

- ✦ Fluency in English and French;
- ✦ Excellent entrepreneurial, leadership, planning and organization skills, results-oriented;
- ✦ Excellent interpersonal skills, leadership, resilient;
- ✦ Capacity to grasp new opportunities.

To apply

Please go to the Join our team (“apply now”) page of our website www.advansgroup.com .

Only shortlisted applicants will be contacted. You will find more information on our website www.advansgroup.com.