

# Group Legal and Compliance Senior Officer W/M

## ADVANS INTERNATIONAL – PARIS

Advans is looking for a motivated and experienced Group Legal & Compliance Senior Officer to join its fast-growing organization. From 5 to 7 years of professional experience, do you have a successful track record as an in-house lawyer? Are you seeking new challenges and attracted to social entrepreneurship and multicultural environments? If you are looking for a challenge and want to join a committed group aiming to make a positive and lasting impact, this position is for you!

Give sense to your career by joining our international group (Europe, Africa, Asia), a leader in microfinance!

This position is based in Paris and includes short-term assignments within the subsidiaries of the Advans Group (Europe, Africa, Asia).

### *Responsibilities*

Reporting to the Investment Director, within the Investment, Strategy, and Legal Department of the Advans Group, you will ensure legal compliance of governance and operations for the head office and the subsidiaries of the Group.

#### *Your tasks will include:*

- Managing the legal secretariat for the head office under the supervision of the Investment Director ;
- Handling the legal aspects of equity or debt transactions at the head office and modifying the related legal documentation in collaboration with the Investment Director (supporting equity operations in microfinance subsidiaries and legal documentation changes) ;
- In cooperation with the Chief Compliance Officer and the Investment Director, ensuring legal compliance at the head office:
  - ⊕ Participate in the development and implementation of procedures in line with current regulations (e.g., code of conduct, anti-money laundering, anti-gift policy, etc.) ;
  - ⊕ Ensure adherence to these procedures (control systems, sanctions, etc.) ;
  - ⊕ Ensure completion of mandatory reports to Advans SA, SICAR ;
  - ⊕ Oversee KYC (Know Your Customer) controls with partners and KYC controls from partners toward Advans ;
- Ensuring contractual security for operations:
  - ⊕ Support operational teams in negotiating key contracts with service providers and partners at the head office ;
  - ⊕ Define, draft, and formalize technical assistance contracts and other services between microfinance subsidiaries and the head office ;
- Provide occasional support to the legal teams of subsidiaries on complex matters ;
- Manage a junior lawyer ;
- In this role, you will work closely with the parent company's lawyers as well as legal officers and lawyers from the subsidiaries.

The group consists of the holding company: Advans SA, SICAR, with its non-microfinance subsidiaries (collectively referred to as "the head office"), which provides technical assistance to the microfinance subsidiaries. Among the shareholders is Advans Invest, an investment vehicle for employees.

## *Profile*

You have a Master's degree in Law, specializing in Business Law. Interested in the microfinance sector and the mission of Advans, you have:

- 5 to 7 years of professional experience as an in-house lawyer ;
- Experience in corporate governance and the legal aspects of debt and equity investments ;
- Experience in managing the legal secretariat of a group ;
- Experience in drafting contracts with African countries (OHADA law and Anglo-Saxon law) ;
- Preferably knowledge of Luxembourg law ;
- The ability to manage projects involving multiple stakeholders in a multicultural environment ;
- Excellent written and oral communication skills ;
- A perfect command of French and English ;
- Strong organizational, analytical, and synthesis skills.

Do you recognize yourself in this description? Then apply – you might be the next member of the team we are looking for!

Apply here:

## *About Advans*

Advans is an international group and a leader in microfinance, founded in 2005. The mission of the Advans Group is to meet the financial service needs of small businesses and other economic agents who have inadequate, limited, or no access to traditional financial services. The Advans Group is currently present in eight countries: Cambodia, Cameroon, Ghana, the Democratic Republic of Congo, Côte d'Ivoire, Nigeria, Tunisia, and Myanmar. As of August 31, 2021, the group serves more than 1,100,000 clients and employs over 7,700 people. Its shareholders include the EIB, KfW, FMO, CDC Group, FISEA (AFD Group), and IFC.