

## Deputy CEO - Operations M/F

### Microfinance Bank – Nigeria

Advans created La Fayette MFB (Advans Nigeria) in 2012. The microfinance bank has 8 branches, including 5 in Ibadan, and wants to expand its network to cover other States in the coming years. Its primary target is MSMEs that have limited access to credit and financial services. As part of its growth strategy, La Fayette MFB is looking for a Deputy CEO in charge of operations to join the bank for a period of at least 2 years. He/she will be based at Advans Nigeria's head office in Ibadan and Lagos. The Deputy CEO will subsequently have the opportunity of being posted to another affiliate in the Advans network.

### The Advans Group

Advans is a leading microfinance group established in 2005. Advans mission is to build a model group of financial institutions to respond to the need for financial services of small businesses and other populations who have ill-adapted, limited or no access to formal financial services.

The Advans Group currently spans nine countries: Cambodia, Cameroon, Ghana, the Democratic Republic of Congo, Côte d'Ivoire, Pakistan, Nigeria, Tunisia and Myanmar. As at end March 2018, the group served more than 785,000 clients and employed more than 6,500 staff, with a Gross Loan Portfolio of €786 million and a total of €403 million in savings deposits. Headquartered in Luxembourg with its support services in Paris, the group's shareholders are EIB, KfW, FMO, CDC Group plc, FISEA (AFD Group) and IFC.

### Role and Responsibilities

The Deputy CEO works closely with the affiliate's CEO. He/she is in charge of business development management and participates in making strategic choices to ensure the Institution's sustainable and profitable growth. In this capacity, he/she shall:

- Support the CEO in developing the Institution in accordance with the strategy and business plan defined with the board of directors, and report on the results
- Organize the business development of the bank by ensuring solid, strong and profitable growth of the operations, in keeping with the bank's mission and good risk management
- Identify the drivers to improve Advans' commercial performance by developing and rolling out new products/services and their respective distribution channels, increasing client satisfaction and loyalty, and implementing an organization that boosts productivity for all links in the commercial chain
- Ensure the expansion of the bank's branch network in the targeted regions
- Contribute to the professional development of key staff at the bank
- Foster and enhance relationships with partners (lenders, donors, technical providers) and local authorities (central bank, tax authorities, etc.)

### Desired Profile

- Eight to ten years' professional experience, including five years in an executive position
- Experience in managing multi-disciplinary teams within an international group
- Accomplished experience in a developing country, ideally in Africa

### Required Skills

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- ⊕ Fluent in English, and preferably French proficiency
- ⊕ Excellent entrepreneur, leadership and organizational skills with a strong results-oriented approach
- ⊕ Excellent interpersonal skills and cross-cultural sensitivity
- ⊕ Ability to find pragmatic solutions adapted to the local context

## To apply

Please go to the Join our Team (“Apply now”) page of our website [www.advansgroup.com](http://www.advansgroup.com).

Only shortlisted applicants will be contacted. You will find more information on our website [www.advansgroup.com](http://www.advansgroup.com).

