

## About Amret

Amret is a leading microfinance institution that contributes to the economic and social development of Cambodia by providing a wide range of financial products and services designed to meet the needs of diverse customers and communities. Amret's commitment and long-term business strategy is to become a leading financial institution in Cambodia.

Amret has embarked on multiple technology investments that are designed to streamline internal processes for more efficient services and enhance customer experience through the availability of various channels.

Established in 1991, Amret's shareholder structure comprises international stakeholders, Advans Luxembourg, Netherlands Development Finance Company (FMO), International Finance Corporation (IFC), and La Fayette Participations (LFP), as well as Amret's Employee Ownership Association (Botta). By June 2018, Amret has 156 branches located in 25 cities and provinces across Cambodia with over USD740 million-loan portfolio and USD370 million in deposits; serves almost 400,000 customers and employs around 4,000 staff.

## About Job

- ◆ **Position title** : Chief Information Officer
- ◆ **Report to** : Deputy Chief Executive Officer
- ◆ **Closing date** :
- ◆ **Location** : Head Office

### Job Summary

To develop and drive technology strategies and solutions that align with Amret's strategic business and operational goals, and lead the IT Division in delivering these strategies and solutions according to plan.

### Job Responsibilities

- ◆ Participate in the overall management and decision-making in Amret as a member of the Executive Committee
- ◆ Develop and implement an IT strategic plan and long-term technology roadmap that align with Amret's business goals and growth objectives
- ◆ Benchmark technology service offerings against competition and identify emerging technologies/innovations that can be adopted to maintain or surpass Amret's desired position in the industry
- ◆ Facilitate and coordinate IT Steering Committee meetings to ensure that all IT investments, priorities and decisions are discussed and approved by the Committee in compliance with the approved Charter
- ◆ Assess the effectiveness of governance, organization, communication, planning, budgeting, monitoring and project management within the IT Division and introduce changes or restructuring as part of continuous improvement
- ◆ Take a proactive approach to ensure that the IT team is consistently motivated and trained to meet the needs of the business
- ◆ Drive continuous growth and improvement in IT knowledge, skills, policies and procedures at the same time minimizing IT operational risks and complying with internal and regulatory policies
- ◆ Review, define and pursue organizational requirements to ensure that staff are adequately provided with clear career paths, succession plans, staff backup plans and training to minimize disruptions due to staff movement
- ◆ Interface, coordinate and collaborate with business stakeholders/managers to work towards successful implementation of strategic and tactical technology plans
- ◆ Participate in vendor relationship management and negotiations to ensure that Amret optimizes the benefits from all of its technology investments.

### Job Requirements

- ◆ Master of Business administration, Computer Science or other related fields
- ◆ Professional certifications of ITIL, PRINCE2, PMP, etc. is a plus advantage
- ◆ Minimum 8 years of work experience in IT; at least 4 years' experience in financial services industry
- ◆ Minimum 4 years of work experience in managing an IT organization with demonstrated competency in strategic thinking and leadership, complex technology and business transformation programs, and collaborating with cross-functional senior stakeholders and key external partners
- ◆ Hands on experiences in implementation of core banking systems, digital channels and other financial reporting applications
- ◆ Proven track record that demonstrates ability to lead a technology department of 30+ staff
- ◆ Solid experienced in best of breed solutions, IT strategy and implementation, including change management along with experienced in technology selection and vendor management
- ◆ Knowledge of SDLC methodologies, enterprise architecture, infrastructure architecture and best practices
- ◆ Ability to manage and deliver IT services in a business that is undergoing transformation and strategic change is a plus advantage
- ◆ Excellence verbal and written communication in English
- ◆ Good stakeholder management and influencing skills.

### Why Join Us?

- ◆ **Help drive lasting social development:** Your work directly benefit low and middle income Cambodia families, empowering them to improve their lives and pursue their dreams.
- ◆ **Love your Job:** Feel good about what you do every day in a dynamic, sharing working environment, where you are treated equally, and with an open door management culture.
- ◆ **Be part of our success story:** Work with your colleagues towards the well defined Amret+ vision and strategy, contribute to strong performance of one of the top financial institutions.
- ◆ **Push boundaries to develop yourself:** You get opportunities to learn, grow, change directions, be exposed in Amret as cross Advans international group.
- ◆ **Get value for what you achieve:** Your performance is rewarded, included through competitive salary and incentives. You and your family benefit from valuable packages in terms of insurance, and retirement plans.
- ◆ **Create and innovate:** Your ideas are valued, your overcome challenges, evolve in an agile company, which invests in the future.

### How to Apply

<https://www.advansgroup.com/careers/our-vacancies/>