



FINANCIAL SYSTEMS DEVELOPMENT SERVICES AG

FIDES | FINANCIAL SYSTEMS DEVELOPMENT SERVICES AG (www.fidesgroup.org) is a company focusing on the development and management of sustainable rural microfinance institutions and related research and consulting activities. Created in 1996 in France and located in Fribourg, Switzerland since 2007, FIDES brings a long experience in the field of financial systems development and small business promotion. FIDES has been involved in leading initiatives in Africa and in some of the most important rural microfinance systems in Eastern Europe.

FIDES staff includes 18 highly qualified permanent staff members (local staff in countries of intervention not included), functioning as a close-knit and mutually supportive team with long-term career perspectives at FIDES. The team covers the fields of competence necessary for successful greenfield creation and management of microfinance institutions and microfinance banks.

In order to reinforce and lead its operational department at HQ level, FIDES is looking for an experienced professional to act as its:

Director of Operations (HQ)

This senior professional will be a member of the FIDES Management Team and will be in charge of the supervision of the network of microfinance Institutions managed by FIDES.

Location: FIDES headquarters in Fribourg, Switzerland.

Tasks and responsibilities:

In coordination with FIDES management team, the Director of Operations will:

- Coordinate the management of FIDES Microfinance Institutions (MFI) network, in up to 12 countries in Africa, Eastern Europe and the Middle East
- Ensure the success of the MFI operations, in accordance with their respective business plans and KPI's
- Oversee and support FIDES staff members seconded as management of the banks located in various countries;
- Monitor and increase the capacity of the FIDES Bank management teams by mobilizing and providing support;

- Evaluate training needs of FIDES Bank management team members and provide/organize relevant training (incl. training plans, implementation, follow up and evaluation);
- Monitoring results and quality of the contracts in execution;
- Report on Management Service Contract execution to FIDES and other stakeholders;
- Manage financial resources in compliance with contracts and programs
- Maintain and further develop the relations with partners.

Skills and qualification:

- Proven track record in managing finance services projects/institutions in challenging environments internationally
- Strong leadership qualities and skills
- High level of integrity
- English a must, French and German a plus
- Willingness to travel up to 60% of the time

Remuneration: Competitive remuneration, in relation to the candidate's profile and experience

Further incentives: Working in a highly dynamic and competent team, in a quality environment, with the objective to make a significant contribution to development.

Please send your application (CV + cover letter in English or French) with the reference/subject line "Director of Operations" to: jobs@fidesgroup.org

Contact: Markus Schär
Managing Director
Financial Systems Development Services AG
Phone: +41 26 422 34 40