



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.

FIDES is currently managing and creating several new institutions, mainly in rural Africa and Eastern Europe. In order to reinforce its team, FIDES is looking for experienced professionals to act as:

General Manager

(Expatriate Positions)

Location: we are currently recruiting for positions in several African countries, as well as for Albania.

Tasks and responsibilities:

Under the supervision of the Director of Operations at FIDES Headquarter, you will take part in developing one of the leading rural microfinance banks in rural Africa or Eastern Europe. You will lead a local team of executives and work closely with the FIDES Management Team at FIDES Headquarter. Your key areas of responsibilities are to:

- Implement the business plan which has been agreed with private and public investors and fulfill the decided Key Performance Indicators;
- Ensure that all aspects of the institution's activities obtain maximum performance (social and financial performance) in the best interest of shareholders, customers, employees, and the public;
- Manage a team of international and local professionals in the country of intervention by building a strong team spirit based on the mission, the values and microfinance methodology developed by FIDES;

- Ensure strong capacity building to the local team in the field of microfinance operations;
- Fine-tune existing FIDES' products and develop new products suitable to the local market demand where necessary;
- Further develop and optimize FIDES operational systems and procedures;
- Ensure regular reporting to FIDES Headquarter, investors and other stakeholders of the institution;
- Manage financial resources in compliance with the budget and business plan;
- Build up and maintain relations with stakeholders of the institution.

Skills and qualification:

- Proven track record in managing microfinance projects/institutions in challenging environments;
- Skills in financial analysis, human resources management and training;
- Excellent analytical, communication and interpersonal skills;
- High level of integrity;
- Willingness to work in rural areas and to be present in the field;
- English and/or French language skills.

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

Further incentives: Working in a highly dynamic and competent team, 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 "**General Manager**" to: jobs@fidesgroup.org

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