



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 strengthen our team, we are looking for an experienced

Internal Auditor

The Internal Auditor will be responsible for the internal controlling of all finance and accounting activities of FIDES microfinance institutions and banks as well as for the development and supervision of local controlling units.

Tasks and responsibilities:

Under the responsibility of FIDES Managing Director, you will:

- Devise internal audit mechanisms (methods, tools, procedures and reporting);
- Carry out, in coordination with the general management, the recruitment and training of inspectors in accordance with the training plan, update controlling aids and manuals for inspectors;
- Organize and conduct regular inspections in the microfinance institutions and MNF (apex institution);
- Provide FIDES Managing Director and Board of Directors with relevant information to assess the quality of investments made by the network and the level of risk incurred.
- Be in charge of monitoring the implementation of recommendations concerning recorded deficiencies and corrective actions to be taken;
- Coordinate and support external inspections conducted by statutory auditors and/or regulatory authorities; ensure that corrective actions are taken based on results.
- Prepare a summary report on all controlling operations carried out within the network prior to each meeting of the Board of Directors.

Skills and qualification:

- Graduate of business or management school or equivalent
- 2 to 5 years of experience in the field of bank audit or in the field of controlling of microfinance institutions
- Ability to train and supervise a team of inspectors on the field
- Excellent command of French, including good writing skills, and good knowledge of English
- Computer proficiency
- Discipline and organization
- Motivation to work in a company with a strong commitment to development
- Autonomy and ability to work in difficult environments

Location: Fribourg, with frequent travel and assignments to our countries of intervention (60–80% of time spent in countries of intervention).

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 in Africa.

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

Contact: Markus Schär
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