



LEAD, CLIMATE FINANCE

The Lead, Climate Finance plays a pivotal role in shaping and scoping FSDE’s Just & Sustainable Finance agenda, aligned to FSD Ethiopia’s mission to develop accessible, inclusive, and sustainable financial markets that support Ethiopia’s Climate Resilient Green Economy (CRGE) strategy.

Operating as a senior role, this position is responsible for developing an outcomes-focused Just & Sustainable Finance strategy and priority programme pipeline for FSDE, with a particular emphasis on private finance mobilisation, market-based instruments, and capital market solutions. The role will lay the strategic, programmatic, and partnership foundations required to test, design, and position a credible Just & Sustainable Finance pillar within FSDE’s wider strategy across Capital Markets Development and Financial Inclusion.

The role provides strategic direction, market insight, and technical leadership to integrate just and sustainable finance considerations - including climate finance, green finance, carbon markets, and ESG-aligned investment approaches - across FSDE’s programmes, ensuring alignment with national policy priorities, international best practice, and emerging market opportunities. Working closely with internal teams, FSD Africa, and external partners, the Lead will support project scoping, partnership development, and resource mobilisation efforts, enabling FSDE to assess the feasibility of scaling this agenda into a fully-fledged programme of work over time.

REPORTS TO: CEO

SUPERVISES: Consultants engaged on projects

SCOPE OF RESPONSIBILITIES

Area of Responsibility	Action Steps	Success Criteria/Measures
<p>Thought Leadership & Cross-Pillar Collaboration</p> <p>Provide strategic leadership on just and sustainable finance, including climate finance and green growth, to support the development of market-based, private finance solutions across FSD Ethiopia’s programmes.</p>	<p>Provide expert guidance on just and sustainable finance, including climate and green finance, to internal teams, ensuring alignment with global best practice and national policy priorities.</p> <p>Clarify and articulate FSDE’s emerging positioning in just and sustainable finance, with a focus on private finance, capital markets, and market-based solutions.</p> <p>Collaborate with thematic leads to scope and design cross-cutting initiatives that integrate just and sustainable finance considerations across Capital Markets Development and Financial Inclusion.</p> <p>Support thought leadership, market positioning, and partnership development through selective representation in relevant forums, working in coordination with FSD Africa where appropriate.</p>	<ul style="list-style-type: none"> Feedback from key stakeholders indicates that FSD Ethiopia is increasingly recognised for a clear and credible role in just and sustainable finance.

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	Lead targeted knowledge-sharing to build internal understanding of market-based just and sustainable finance approaches, drawing on FSDA-linked expertise and regional learning where relevant.	
<p>Strategy, Programme Development & Implementation</p> <p>Design and oversee climate finance and green growth initiatives, scoping market-based private finance solutions aligned to Ethiopia’s CRGE strategy.</p>	<p>Develop and articulate a strategic plan for climate finance interventions that support economic resilience and environmental sustainability, aligned to FSDE’s wider strategy and role as a market facilitator.</p> <p>Identify and structure financing models that mobilise public and private sector investment in green growth initiatives, including market-based and blended finance approaches.</p> <p>Integrate gender-responsive and climate-resilient approaches into programme strategies, ensuring coherence with FSDE’s existing programmes.</p> <p>Establish and apply appropriate impact measurement frameworks to track effectiveness and early signals of systemic change, proportionate to the scoping stage of initiatives.</p> <p>Work closely with internal and external stakeholders to ensure programmatic coherence, feasibility, and strategic alignment, including coordination with FSD Africa where relevant.</p>	<ul style="list-style-type: none"> • Successful integration of climate finance considerations into all major programmatic initiatives. • Evidence of contribution to Ethiopia’s CRGE goals, such as increased investment in green sectors or progress toward climate mitigation and resilience outcomes.
<p>Stakeholder Engagement & Advocacy</p> <p>Build and maintain high-impact partnerships with policymakers, financial institutions, and private sector actors to advance climate finance solutions and strengthen Ethiopia’s green financial ecosystem.</p>	<p>Select and onboard high-quality implementing partners to support the effective delivery of climate finance initiatives.</p> <p>Provide targeted technical assistance and advisory support to partners, with a focus on governance, risk management, and delivery capability.</p> <p>Design and facilitate capacity-building activities for financial institutions and policy actors in sustainable and climate finance.</p> <p>Monitor and evaluate partner performance and delivery quality, ensuring alignment with agreed impact objectives and market-development goals.</p> <p>Facilitate knowledge transfer and cross-sector collaboration to strengthen effectiveness and sustainability of partner-led initiatives.</p>	<ul style="list-style-type: none"> • DI tracking shows increased climate finance investment linked to partnership and advocacy activity. • Positive stakeholder feedback on the quality and contribution of FSDE’s climate finance engagement.
<p>Implementing Partner Engagement & Capacity Building</p> <p>Identify, engage, and support implementing partners to strengthen their capacity to</p>	<p>Select and onboard high-quality partners to execute climate finance initiatives effectively.</p> <p>Provide technical assistance and advisory support to implementing partners, focusing on governance and risk management.</p> <p>Design and facilitate capacity-building programs for financial institutions and policy actors in sustainable finance.</p>	<ul style="list-style-type: none"> • Implementation reviews indicate improved capacity of implementing partners and financial institutions to deliver climate finance solutions.

Area of Responsibility	Action Steps	Success Criteria/Measures
deliver climate finance solutions, ensuring alignment with FSD Ethiopia's objectives and systemic market transformation.	Monitor and evaluate partner performance, ensuring alignment with impact goals and market transformation.	
	Facilitate knowledge transfer and cross-sector collaboration to enhance effectiveness and sustainability.	
Financial Management & Resource Mobilisation Secure funding and support resource mobilisation for climate finance initiatives by blending donor, commercial, and impact capital to scale green investments and strengthen financial sustainability.	Develop funding proposals and mobilisation plans to secure resources from multilateral agencies, donors, and private sector investors.	<ul style="list-style-type: none"> • Growth in the diversity and volume of funding sources secured for climate finance initiatives. • High compliance with donor requirements and financial governance standards.
	Support and oversee financial due diligence processes, ensuring effective allocation and use of funds in line with agreed objectives.	
	Identify and structure appropriate financial instruments that facilitate climate-focused and green finance investments.	
	Manage reporting and compliance requirements in line with financial governance frameworks and donor agreements.	
	Strengthen internal capacity in financial planning and risk management related to climate and green finance initiatives.	
Project Team Leadership Lead multi-disciplinary project teams, including consultants and cross-functional colleagues, to support the design and delivery of climate finance initiatives, ensuring workplans are appropriately resourced and executed effectively.	Supervise and coordinate consultants, ensuring high-quality outputs and alignment with FSD Ethiopia's objectives.	<ul style="list-style-type: none"> • Achievement of project milestones and objectives within agreed timelines and budgets. • Feedback from colleagues indicates that an engaging leadership style is utilised
	Manage project timelines, resources, and deliverables to achieve strategic goals efficiently.	
	Foster collaboration across teams to integrate climate finance considerations into broader programmatic efforts.	
	Support the professional development of project team members through mentoring and capacity-building initiatives.	
	Promote a results-driven approach, ensuring continuous learning and adaptation in project implementation.	

And other duties as requested by the CEO

REQUIREMENTS OF THE ROLE

Qualifications & Experience:

- A Master’s degree in Finance, Economics, Environmental Studies, Climate Policy, Sustainable Development, or a related field.
- A minimum of 10 years of experience in climate finance, green growth, sustainable investment, or a related field.
- Proven track record of designing and supporting the implementation of climate finance initiatives, green investment strategies, or carbon markets.
- Extensive experience in mobilizing finance from public and private sector sources, including development finance institutions, donors, and impact investors.
- Demonstrated experience in policy engagement, working with government agencies, regulators, and financial institutions on climate finance and sustainability policies.

Job Related Skills and Knowledge:

- Deep understanding of climate finance instruments, including blended finance, green bonds, carbon markets, and ESG investments.
- Strong knowledge of Ethiopia’s Climate Resilient Green Economy (CRGE) strategy, international climate finance mechanisms, and emerging global trends.
- Expertise in financial structuring for climate and green investments, including risk mitigation strategies and fund design.
- Proven ability to build and maintain high-impact partnerships with donors, policymakers, private sector actors, and financial institutions.
- Strong project management and resource mobilisation skills, with experience in developing and implementing large-scale initiatives.

How to apply

Interested applicants who meet the above requirements should submit their cover letter and CV, clearly stating the position "CLIMATE FINANCE LEAD" for which you are applying, to jobs@fsdethiopia.org before the end of the business day on March 20, 2026. Female candidates are highly encouraged to apply.

Only shortlisted candidates will be contacted.

Note: FSD Ethiopia is an equal opportunity employer, committed to providing a safe, inclusive, and respectful working environment, and encourages applications from qualified candidates of all backgrounds.

FSD Ethiopia Job Description: Lead, Climate Finance & Green Growth

COMPETENCIES

Competency	Level 1 <i>Foundation</i>	Level 2 <i>Specialist</i>	Level 3 <i>Manager</i>	Level 4 <i>Leader</i>
Ownership & Initiative			√	
Demonstrates a strong sense of personal ownership that leads to taking responsibility, self-starting proactivity, and a commitment to driving organizational success.				
Learning & Adaptability			√	
Exhibits openness and ability to learn, grow, and improve while fostering the same in others.				
Thought Leadership			√	
Thinks clearly and intentionally, analysing information objectively, understanding issues and forming opinions.				
Execution & Drive for Results			√	
Is keenly motivated to achieve goals and act with accountability to deliver quality results.				
Relationship Building			√	
Initiates and maintains positive relationships with others; discerning and appreciating the values, concerns, or feelings of others.				
Communication & Influencing			√	
Deliberately adjusts behaviour in order to address the feelings, needs or concerns of others; communicates clearly, confidently, and appropriately to influence others.				