

# Regional Coordinator

<b>Project Title</b>	Support to Regional Implementation of NFIS Framework
<b>Position</b>	Regional Coordinator for Financial Inclusion Strategy Implementation
<b>Duty Station</b>	Afar, Amhara, Benshangul, Gambella, Sidama, Somali, South west Ethiopia
<b>Person Needed</b>	1(One) regional coordinator per region
<b>Job Grade</b>	5
<b>Employment type</b>	Full time
<b>Reports to</b>	Project Management Office - Project Manager
<b>Employment Period</b>	One year (1-year) with a possibility of extension

## Background

**Financial Services Deepening (FSD) Ethiopia:** Established in 2021, FSD Ethiopia is a development agency that aims to support the development of accessible, inclusive, and sustainable financial markets for economic growth.

FSD Ethiopia's role is to identify the constraints of the financial system, facilitate market actors to address these constraints, and help build a functional and effective financial sector that generates economic gains for Ethiopians from all walks of life.

FSD Ethiopia's vision is to contribute to a thriving financial system that delivers real value to the broader economy and to the people of Ethiopia.

FSD Ethiopia provides technical assistance, grants, and research insights to policymakers, regulators, and market actors to drive large-scale change in financial

markets and support sustainable economic development. It works with public, private, and development partners in the financial sector to address critical system constraints to facilitate change that allows the provision of effective, transparent, stable, and inclusive financial systems. It provides tailored services to help diverse stakeholders achieve their goals and design interventions to make Ethiopia's financial sector function effectively and inclusively.

FSD Ethiopia's work focuses on three major pillars:

### **Financial Inclusion**

FSD Ethiopia is committed to driving increased access, usage, and quality of basic financial services for individuals, households, and businesses that are historically marginalized and underserved by financial institutions.

### **Capital Markets**

FSD Ethiopia supports the design of an equitable and efficient capital market ecosystem for diverse people to build strong businesses, communities, and economies.

### **Climate Finance**

FSD Ethiopia's Climate Finance interventions build environmental resilience by mobilizing domestic and international capital to fund climate adaptation and mitigation projects.

For more information on FSD Ethiopia, please visit the website:

<https://fsdethiopia.org/about-us-2/>

### **Project Description**

The National Financial Inclusion Strategy-II (NFIS-II) (2021-2025) has been formulated capitalizing on the success and lessons learned from the implementation of the first strategy that ended in the 2020/21 fiscal year, engaging key stakeholders and taking into consideration some selected countries best practices. The Strategy has been charted with 11 programs, 53 actions, and around 200 activities.

To achieve its ultimate objectives, the NFIS-II will also be complemented by two other strategies:

- **National Financial Education Strategy (NFES) (2021-2025):** This strategy was approved by the Board of the National Bank of Ethiopia and the full implementation will be started soon.
- **National Digital Payment Strategy (NDPS) (2021-2023):** The NDPS has been approved by the Council of Ministers and the full implementation has been launched recently.

The refreshed National Financial Inclusion Strategy (NFIS 2021-2025) identifies that the path to financial inclusion requires two dimensions; achieving basic financial inclusion at scale as well as leveraging scale to deepen financial inclusion complemented by financial education and consumer protection. Achieving basic financial inclusion at scale is expected to increase the number of people that own and use at least a payment-enabled account (incl. mobile wallet), either conventional or sharia-compliant, with a financial institution or payments instrument issuer. On the other hand, leveraging scale to deepen financial inclusion is aimed at increasing the number of people that benefit from multiple, and ultimately all four (payments, savings, credit, and insurance) major types of financial products and services.

These Strategies are coordinated and led at the top by the National Council for Financial Inclusion (NCFI), accountable to the Prime Minister's Office, having broader responsibility to promoting financial inclusion through formulating National

Financial Inclusion Strategy (NFIS) and coordinating various financial inclusion initiatives going on around the country under one umbrella.

Some of the key learnings from the implementation of the first NFIS (2017) were the need for a proper implementation follow-up mechanism and regional-level focus (involvement) from regional-level stakeholders. In line with that, FSD Ethiopia in collaboration with the Financial Inclusion Secretariat (FIS), housed at the National Bank of Ethiopia (NBE), has developed a regional implementation framework for NFIS. Further, the NFIS (2021 - 2025) outlines a governance structure including national and regional level councils for follow-up of the implementation.

As part of the regional implementation structure the **Regional Council for Financial Inclusion (RCFI)** composed of members from key lead institutions has been set up by the NCFI and conferred with key roles and responsibilities, jointly and severally, as charted below. The Council with the task force accountable to it will further scale up and deepen financial inclusion at the regional level, support, monitor and speed up the implementation of these strategies guided by the regional financial inclusion framework and in a more coordinated and cohesive manner.

In turn, the RCFI appoints the **Regional Financial Inclusion Task Force (RFITF)** whose members are a full-time dedicated team bestowed with the role and responsibility to promote and accelerate regional financial inclusion. The task force has been set up by the RCFI in collaboration with the FIS/NBE and with the direction of the NCFI. Their functions, roles and responsibilities have been defined in the NFIS as well as in the Regional Financial Inclusion Implementation Framework.

In an effort to support the successful implementation of the NFIS, FSDE is establishing an independent **project management office (PMO)** embedded within the National Bank under the Financial Inclusion Secretariat. The office will be staffed with well-versed technical experts with solid experience in financial inclusion. The PMO will mainly focus on the implementation of the defined

activities and initiatives to support the implementation of NFISII in collaboration with the financial inclusion secretariat.

To this end, FSD Ethiopia is looking to hire **Regional Financial Inclusion Coordinator** that will be tasked with facilitating the successful implementation of the NFIS at a regional level by working very closely with the PMO, the Financial Inclusion Secretariat (FIS) of the NBE, the Regional Financial Inclusion Task Force (RFITF), and the Regional Council for Financial Inclusion (RCFI).

### Scope of Work

FSD Ethiopia is looking to hire an experienced **Regional Financial Inclusion regional coordinator** with a contextual knowledge of the respective region to support the implementation of NFIS at regional level. Working closely with the PMO office and the NBE, the regional coordinator will support the implementation of the strategy by closely engaging the NBE, and key stakeholders in the region. This regional coordinator will be the key resource that will develop an overall implementation and follow-up mechanism for the respective region, guide the RFITF Lead and members through the implementation process, build the capacity of the team, and develop the internal team capacity for various topics of interest around financial inclusion, bring forth the contextual need of the region and engage Regional Financial inclusion, Key stakeholders. The coordinator will also be expected to develop mechanisms and recommendations for resolving challenges faced at the different regional levels of the strategy implementation on a day-to-day basis.

- **Task 1:** Providing project management support to the Regional Financial Inclusion Task Force towards the effective coordination, monitoring and evaluation of the regional Financial Inclusion framework implementation. This involves coordinating the implementation process of the strategy through the Regional taskforce, and engaging the regional council and key institutions in the region.

- **Task 2:** Closely collaborate with the Regional Council for Financial Inclusion to secure high-level policy support for the implementation of the regional strategy, to ensure proper coordination between key regional reforms, and to synchronization the implementation support by extending the coordination with the lower structure of the region.
- **Task 3:** Support the PMO office and the FIS in the process of identifying enabling elements of the strategy, and potential barriers and recommend implementable solutions to improve the progress of each of the regional financial inclusion strategies. Support the RCFI and RFITF in the preparation of annual plan for the RCFI and RFITF cascaded from the regional framework, periodic reporting and in periodically convening per the established meeting cadence. The regional coordinator will also handle assessment and study related tasks provided under the different programs of the strategy and that may emerge in the due course of implementation.
- **Task 4:** Working closely with the Regional Financial Inclusion Task Force member and offering technical support on developing implementation parameters for regional financial inclusion strategy's most impactful initiatives. This includes providing technical leadership on developing specific pilot protocols, working with action teams, provide technical leadership in rolling out pilots for the identified use cases as well as advise on roll out plans and developing scale for the piloted initiatives.
- **Task 5:** Establish and maintain the regional financial inclusion data base in line with the national level financial inclusion monitoring and evaluation framework and dashboard that contains both demand side and supply side regional indicators.
- **Task 6:** Serve as a financial inclusion knowledge expert at regional level. This includes working with the Regional Financial Inclusion Task Force to identify knowledge gaps at different levels of the regional strategy implementation,

design and participate in capacity building sessions. Continuously identify areas of improvement in the regional frameworks for further upgrading and periodically refine the framework based on implementation feedback.

- **Task 7: Gender Integration:** closely work with the FSDE's gender team in integrating gender across program implementation. Support the equitable participation and representation of women in all project activities, including in leadership and decision-making roles. Facilitate capacity building for the project team and partners on gender mainstreaming. Engage with women's organizations, and other gender-focused stakeholders to integrate their perspectives and experiences. Monitor the project's progress from a gender perspective and ensure the collection of sex/gender-disaggregated data, and identify any gender-based disparities. Document best practices, lessons learned, and positive outcomes related to improving women's financial inclusion.
- **Task 8: Reporting:** Provide up-to-date progress reports and ad hoc updates to the FIS and the PMO under the FIS to inform implementation decisions and active monitoring of regional performance in the implementation of the strategy. The regional Coordinator will also support the Regional Financial Inclusion Task Force in the development of annual implementation plan and report for Regional Council's review and support the taskforce to provide periodic progress update.
- **Task 9: Documentation of lessons learned during the implementation.** Prepare a final project assessment report that will include:
  - Summary of support provided in the implementation of the regional financial inclusion framework, including but not limited to details of technical leadership provided in mapping key enabling components, potential barriers, and implementable solutions to accelerate piloting, scaling, and rolling out identified initiatives within NFIS and its regional strategies.

- Key results based on the tracked KPIs and lessons learned.
- Recommendations on key next steps in the implementation of the strategy and critical factors for ensuring the sustainability of the implementation effort beyond the consultancy period.

Overall, the regional coordinator is responsible for leading the implementation of the regional financial Inclusion framework by applying a contextual lens with the aim of scaling up digital financial services at regional level. This role is responsible for supporting the achievement of this goal by ensuring effective programming and implementation in the area of digital financial services, and expansion of financial access points and products and services guided by the NFIS and the regional framework. The technical expert will coordinate the interactions among key stakeholders to facilitate and leverage technical expertise, geographic reach, and contextual understanding in conceptualizing, implementing, and managing projects.

#### **Institutional Arrangement**

The regional coordinator will be hired by FSD Ethiopia and will be based in the regional implementation unit housed at the respective regions president office. The coordinator will be supervised by the PMO housed under the FIS of the NBE in close consultation with the FIS.

#### **Qualifications Required**

##### **I- Academic Qualifications:**

- A Master's degree in economics, public/business administration, social sciences, or a related discipline or equivalent experience.
- Additional training related to digital financial services & project management is highly desirable.

##### **II- Years of Experience:**

- A minimum of ten (10) years of dedicated experience in financial inclusion, digital finance, financial education, digital payments, or related fields.



- Wide and practical experience in formulating and implementing national financial inclusion strategies charted with DFS, gender inclusion, micro insurance, micro-credit, micro saving, sharia-compliant financial inclusion, financial education, etc.
- Practical experience in coordinating and bringing together public and private sector stakeholders and development partners towards implementation and achievement of national financial inclusion initiatives.
- In-depth knowledge of current developments including innovative financial services issues (e.g. mobile financial services, agent networks, QR Codes, digital currency, sandboxes, insurtech, regtech, supotech etc.) is critical.
- Knowledge of Ethiopia's financial services landscape, including ongoing sector reforms and the wider regulatory environment.
- Experience working with central banks, government ministries, and private sector players preferably in emerging markets. Experience working in projects involving regional bureaus and agencies.
- Experience implementing programs/projects related to financial inclusion, with a focus on expanding access and usage of financial services for underserved populations, including women.
- Understanding of specific challenges and needs of women in the financial sector in the region.
- Proper understanding of the respective region's working culture and bureaucracy.

#### **Desirable**

- Experience working in a multicultural environment
- Knowledge of donor policies and procedures
- Previous experience working on FCDO- and BMGF-funded projects
- Languages: English and Amharic
- Ability to multitask
- A good understanding of the financial sector in Ethiopia

#### **Competencies**

**Core Competencies:**

- Demonstrates ethics and integrity
- Writes and edits clear, concise, and error-free documents that meet the highest standards of international communication.
- Encourages open, honest, and respectful communication with colleagues, clients, and stakeholders.
- Stays composed and focused in stressful situations, and maintains a positive attitude even when things are tough.
- Makes decisions that are fair, just, and transparent, and that are based on sound reasoning and evidence.
- Displays cultural and gender sensitivity and adaptability:
- Is passionate about the company's mission and values, and is willing to go the extra mile to help the company succeed.

**Functional Competencies:****Professional**

- Project management lifecycle
- Ensures the full implementation of a project to obtain results
- Conceptualizes more effective approaches to programme development and implementation and to mobilizing and using resources
- Anticipates constraints in the delivery of services and identifies solutions or alternatives
- Creates networks and promotes initiatives with partner organizations
- Creates an environment that fosters innovation and innovative thinking

**Technical:**

- Solid skills in strategy development, digital transformation, stakeholder engagement and management.
- Understanding of key issues and international good practice relating to financial inclusion and digital financial service
- Excellent presentation and representation skills in multicultural contexts

- Ability to translate complex technical ideas to a non-technical audience in both verbally and in writing.

**Languages:**

- Written and spoken fluency in English
- Written and spoken fluency in the working language of the region.
- Written and spoken skill in other languages of the region is desirable.

**Application Process**

Interested individuals must first read the detailed job description on our website at [www.fsdethiopia.org](http://www.fsdethiopia.org) under "Job Opportunities". For easy access, just type <https://fsdethiopia.org/work-with-us-2/>. Applicants must submit their application with a cover letter and detailed description of their experience to [jobs@fsdethiopia.org](mailto:jobs@fsdethiopia.org) by August 13, 2024 with the subject line "***[The region you are applying for]\_Regional Financial Inclusion Strategy Implementation Coordinator***".

Direct any other questions about the roles, application process, or FSD Ethiopia to the email address [jobs@fsdethiopia.org](mailto:jobs@fsdethiopia.org) for assistance.

**Note:** FSD Ethiopia is an equal opportunity employer and welcomes applications from all backgrounds.