

Financial Market Pillar Lead

Job Title:	Financial Market Pillar Lead
Grade:	6
Department:	Programs
Employment type	Full-time
Reports to:	Director of Programs
Direct reports:	Project Coordinator
Duty Station	Addis Ababa

About the Organization

Established in 2021, FSD Ethiopia (FSDE) is an agency that aims to support the development of accessible, inclusive, and sustainable financial markets for economic growth and human development.

Our role is to identify the underlying causes of financial system failures, facilitate market actors to address these constraints, and help build a functional and effective financial sector that generates economic gains for a wide cross-section of Ethiopian individuals and businesses.

Our vision is to contribute to a thriving financial system that delivers real value to the broader economy and the people of Ethiopia. We work to reduce poverty by strengthening Ethiopia's financial markets by tackling the most intractable financial market challenges in Ethiopia - including the lack of long-term finance, especially in local currency, and inadequate risk management capacity.

FSD Ethiopia works with a variety of actors in the financial sector - government, the private sector, civil society organizations, and other development partners in the areas of financial inclusion, access to capital, and climate finance. FSD Ethiopia's interventions are closely aligned with national and regional policies and financial sector reform priorities.

Aligning with the national economic reform agenda, FSD Ethiopia's work focuses on three thematic areas across the financial sector landscape.

1. Financial inclusion: Driving increased access, usage, and quality of financial services for individuals, households, and MSMEs - including savings, payments, credit, insurance, and investment.
2. Access to capital/ Financial Markets: Expanding access to and breadth of efficient long/short-term financing options for private businesses of all scales, and the public sector, including equity, bonds, working capital, etc.
3. Climate finance: Mobilizing domestic and international capital to fund climate adaptation and mitigation projects and needs of government, businesses, and households, such as green bonds, carbon credits, and insurance.

Job Summary and Purpose

FSD Ethiopia is seeking a qualified candidate for the permanent full-time position of Financial Market Pillar Lead, who will be responsible for leading the design, implementation, and management of FSD Ethiopia financial markets projects. The job holder will lead the coordination of the pillar's interaction with FSD Africa, funders, regulators and stakeholders, providing technical expertise and leading the pillar team in conceptualizing, implementing, and managing of financial markets projects. The job holder is responsible for collaborating in the design, implementation and management of financial markets projects. The Lead supports the achievement of the Financial Market pillar objectives by providing programme management support to ensure effective programming. The job holder will lead the coordination of the pillar's interaction with funders and country stakeholders to facilitate the leveraging of the Financial Market pillar technical expertise in conceptualizing, implementation and managing of capital markets projects.

Key Responsibilities / Duties / Tasks

Project Management

- Lead the development of the Financial Markets program strategy, ensuring a personal understanding of and engagement with the goals of the pillar.
- Lead the design and development of specific Financial Markets interventions.
- Develop terms of reference for engagement of external resources to support the implementation of Financial Markets projects.
- Prepare proposals for approval by the CEO or the Board as needed.

- Lead the coordination of the Pillar's contribution to program design and implementation, ensuring effective management of the pipeline and portfolio under Financial Markets.
- Lead and manage the implementation of special (preparatory, exploratory or innovative) projects within the Financial Markets Pillar.
- Manage specific Financial Markets projects by providing backstopping support and/or taking overall responsibility for such projects.
- Participate in the development of resourcing plans and budgets for respective projects, including negotiating budgets with implementing partners as required.
- Contribute towards resource mobilization e.g., by developing detailed plans and budgets for funding proposals and assisting in identifying and securing funding.
- Coordinate with the Procurement team to monitor procurement plans for respective projects to ensure effective management of external resources.
- Closely work with the gender team in identifying and designing gender focused financial markets interventions that specifically address the gender gaps and promote women's participation in the ecosystem.

Team Management and Leadership

- Lead the Financial Markets team in identifying and developing a portfolio of implementing partners and projects that will collectively contribute to FSD Ethiopia's intended outcomes and impact.
- Lead and build a high-performing Financial Market team, aligned with shared strategies and values.
- Manage the team through clear roles and responsibilities, providing appropriate support and addressing performance issues promptly.
- Ensure staff are managed according to good HR practices and provided with a safe and conducive working environment.
- Facilitate team engagement, resolve conflicts, and remove performance bottlenecks.

Partnership and Relationship management

- Build and/or manage relationships with implementing partners, consultants, and other stakeholders to ensure effective implementation of projects and prompt resolution of challenges that may arise.

- Lead stakeholder mapping for the pillar, identifying key decision makers/power brokers and participating in developing innovative ideas.
- Participate in networking events and/or convene stakeholders to build awareness and influence the thinking around specific Financial Markets areas.
- Build and maintain relationships with key stakeholders to develop comprehensive project scopes and plans.

Monitoring, Evaluation, Learning and Capacity building

- Develop and manage comprehensive work plans, activities, targets, budgets, and standards for measuring progress
- Support the Director of Programs and CEO in risk and results monitoring for the Financial Markets portfolio of projects.
 - Oversee the monitoring of the Financial Markets Pillar spends and support in rebudgeting or taking necessary corrective action
- Ensure collection of quantitative and qualitative data from project stakeholders, as per the project plan and monitoring reporting and measurement (MRM) framework, following up as necessary to ensure accuracy and completeness.
- Ensure that project measurement and intervention outputs/milestones achievement trackers are updated quarterly.
 - Liaise with the MRM team to collate, analyze, and use quantitative and qualitative data and coordinate with the Communications and Advocacy team to ensure effective dissemination.
 - Participate in monitoring, result management, and learning for projects being implemented, ensuring objective analysis of results and appropriate corrective actions.
- Integrate gender considerations across all aspects of the financial market's portfolio, including designing interventions, implementation and monitoring and evaluation, stakeholder engagement and knowledge management/advocacy.

Reporting and Communication

- Oversee the preparation of periodic Financial Markets program updates to the Board and external stakeholders, including toolkits and lessons learned
- Contribute to the Pillar's advocacy and communications activities, engaging in and overseeing thought leadership activities, events, forums etc. within the areas of responsibility.

- Develop and implement a comprehensive advocacy and communications strategy to drive transformative change
- Develop content for relevant written pieces and reports on specific areas for dissemination aiming to influence/ communicate on topical issues on Financial Markets .
- Oversee the maintenance of the Financial Markets database including key financial sector trends, risks and opportunities to inform knowledge products and presentations.
- Communicate accurate and timely updates on projects, activities, and issues to stakeholders and respective management.
- Undertaking other assignment assigned by respective manager.

Academic and Professional Qualifications

- BA/MBA in Finance, Commerce, Accounting or relevant field
- Relevant professional qualification in Project Management in financial sector

Experience

- At least seven (10/8) years' relevant experience in Economics, Business Administration, Banking and Finance, Development Studies or related field, at least two (2) years supervisory experience in a similar organisation.
- Experience in financial market environments and/or donor organisations
- Strong project management skills and a track record of successful project delivery.
- Substantial progress towards certification in accounting (e.g. ACCA, CPA, etc.)

Skills / Competencies:

- Demonstrate high levels of integrity
- Ability to operationalize short term plans, programs and budgets developed at senior management level
- Ability to implement plans, programs, SOPS, and coordination of workflows
- Interpersonal and leadership, people management skills
- Project management and implementation skills
- Strong understanding in the areas of gender dynamics in the financial market ecosystem.
- Formal presentation
- Ability to write complex reports and proposals
- Analytical skills.

- Problem solving and leadership skills

How to Apply: Interested applicants who meet the above requirements should submit their cover letter and CV, clearly stating the position "FINANCIAL MARKET PILLAR LEAD" for which you are applying, to jobs@fsdethiopia.org before the end of the business day on September 6, 2024. Female candidates are highly encouraged to apply.

Only shortlisted candidates will be contacted.

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

