



Call for Applications

Empowering Female Potential Board Members in the Financial Sector

About the program

Financial Sector Deepening Ethiopia (FSDE) in partnership with the International Finance Corporation (IFC) is excited to announce a comprehensive Corporate Governance Training tailored for female professionals aspiring to become board members in the financial sector. This program seeks to equip participants with the skills, knowledge, and tools necessary to lead with integrity, transparency, and accountability in board-level roles. As the financial sector increasingly integrates Environmental, Social, and Governance (ESG) principles, effective governance has become critical in driving sustainable growth and ethical leadership. This training will focus on strengthening participants' ability to incorporate ESG considerations into corporate governance practices, ensuring that future board members are stewards of financial performance and champions of responsible and sustainable business strategies. In addition, amid the growing demand for gender diversity and inclusion in leadership roles, this initiative aims to empower women to assume governance positions in a sector where their expertise and perspectives are vital for sustainable development, innovation, and the advancement of inclusive frameworks.

Objectives

- **Equip** female professionals with best practices in corporate governance and ESG frameworks
- **Provide** female participants with essential gender-transformative knowledge.

- **Enhance** understanding of board roles and responsibilities in financial institutions.
- **Cultivate** leadership and decision-making skills for board-level engagement.
- **Promote** skills in gender diversity and inclusion in the financial sector.

Who Should Apply

We invite applications from women professionals in the financial and non-financial sectors who aspire to serve on corporate boards, particularly within banks, insurance companies, investment firms, and microfinance institutions. Applicants should meet the following criteria:

- **Experience:** A minimum of 12 years of professional experience in the financial sector or related fields.
- **Leadership:** Demonstrated at least mid-level leadership skills and a commitment to advancing in corporate governance.
- **Education:** Bachelor's degree or higher in finance, economics, business, or related fields.
- **Commitment:** Willingness to participate fully in the training and contribute to the development of the sector.

Desirable Criteria

- **Regulatory Knowledge:** Familiarity with regulatory frameworks and compliance requirements pertinent to the financial sector.
- **Commitment to Equity:** A strong commitment to promoting gender equality, diversity, equity, and inclusion, supported by a history of advocating for these values.
- **Continuous Learning:** A commitment to personal and professional development, including staying updated on industry trends and best practices.
- **Experience:** Applicants with experience as board members and shareholders of financial institutions are strongly encouraged to apply.

Program Benefits

- **Comprehensive Training:** Gain insights into key governance frameworks, financial oversight, ESG risk management, ethical leadership, gender transformation, and decision-making.
- **Networking Opportunities:** Connect with leading professionals, mentors, and peers within the financial sector.
- **Certification:** Receive a certificate of completion from FSD and IFC as a recognition for the gained necessary skills and qualifications
- **Mentorship:** Access one-on-one mentorship from experienced board members and governance experts.

Expectations for Selected Applicants

Individuals accepted into the program will be expected to:

- Notify their employer about their participation in the program if employed. If applicants are self-employed, submit supporting documentation.
- Submit a professional development plan outlining their career path and future professional goals.
- Fully participate in all scheduled capacity-building training sessions and continuous mentorship activities.
- Actively participate in discussions, workshops, and networking opportunities to optimize learning and contribute perspectives.

Submission Requirements

Applications should include the following information:

- **Organizational/business Details:** Contacts information such as address, phone number, and email for the applicant's employer.
- **Personal Information:** Full name, phone number, email address and position title of the applicant.
- **Professional Background:** A brief summary of the applicant's professional experience and qualifications.

- **Motivation Statement:** A motivation letter outlining the applicant's interest in the program, how it supports their career goals and what they hope to gain from board experience.

Submission Process

- **Deadline for Submission:** Sept. 20, 2024
- **Submission Method:** Interested applicants should submit their completed applications by filling out a form. To access the form, please scan the QR code below or use this link- <https://forms.office.com/r/p87kHcrRW5>. In addition to filling out the form, all required documents as one compiled PDF file have to be sent via email to comms@fsdethiopia.org. The email subject line should read: "Application for Women's Leadership Program"

Selection Process

Submitted applications will be evaluated based on the eligibility criteria and the quality of the information and materials provided. Selected applicants will be notified of the status of their application via email and/or phone.

