



## DIRECTOR OF PROGRAMMES

The Director of Programmes is responsible for translating FSDE’s strategic ambition into a coherent, high-impact programme portfolio that drives systemic change in Ethiopia’s financial sector. As a member of the Executive Team, the role provides leadership across all programme areas, ensuring that FSDE’s interventions are strategically aligned, well-designed, and collectively positioned to influence market development, attract investment, and deliver long-term impact.

Working in close partnership with the CEO, the Director of Programmes shapes the organisation’s strategic direction, drives the development of fundable programmes, and ensures the portfolio remains innovative, relevant, and financially sustainable. Through leadership of programme heads and cross-organisational coordination, the role ensures that FSDE operates as an integrated, high-performing institution capable of delivering on its mission and responding effectively to a rapidly evolving financial ecosystem.

**REPORTS TO:** CEO

**SUPERVISES:** Heads of Programmes; Development Impact & Research Manager; Gender Lead; Project Portfolio Officer

### SCOPE OF RESPONSIBILITIES

Area of Responsibility	Action Steps	Success Criteria/Measures
<b>KRA 1: Strategic Direction &amp; Programme Leadership</b>  Provide leadership that positions FSDE as a credible and influential force shaping financial sector development.	Commission and guide analysis of Ethiopia’s financial sector to identify systemic constraints, opportunities, and levers for market change	<ul style="list-style-type: none"> <li>Feedback from the Executive Team confirms that FSDE’s programme strategy provides clear direction for portfolio development and decision-making</li> </ul>
	Lead the development of high-level theories of change, using market insight to define strategic priorities and identify interventions that optimise impact and value for money	
	Work with programme heads to shape aligned programme strategies that reflect a coherent and shared institutional direction	
	Support the CEO in refining and communicating FSDE’s strategic direction to internal and external stakeholders	
	Represent FSDE in high-level engagements, articulating its approach and influencing sector thinking	
<b>KRA 2: Strategy &amp; Portfolio Innovation</b>  Drive a strong pipeline of fundable, high-quality opportunities, resulting in	Lead the identification and shaping of new programme opportunities that align with FSDE’s strategy and respond to market needs	<ul style="list-style-type: none"> <li>Funding approvals and partner commitments confirm that new programme concepts developed are credible and investable</li> <li>Pipeline and innovation tracking confirms that new approaches,</li> </ul>
	Work with programme heads and technical specialists to develop early-stage ideas into clear, evidence-based concepts	
	Collaborate with the CEO to test and refine concepts against funder priorities and emerging funding opportunities	

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sustained growth and strategic relevance	Encourage and challenge teams to explore new approaches, instruments, and partnerships that strengthen impact and relevance	instruments, or partnerships are developed and tested within the portfolio
	Oversee the testing and incubation of selected innovations, supporting the development of pilots and smaller initiatives to assess viability before scale	
	Facilitate prioritisation of opportunities, building shared agreement on which concepts should move forward based on strategic fit, impact potential, and funding potential	
<b>KRA 3: Portfolio Design &amp; Quality Assurance</b>  Uphold programme design and quality standards that result in coherent, credible, and systemically impactful interventions	Lead the development of priority concepts into fully designed programmes, with clear logic, structure, and implementation approach  Work with programme heads and technical teams to develop robust theories of change, delivery models, and results frameworks  Oversee the preparation of high-quality funding proposals, ensuring strong technical design, clarity, and alignment with FSDE's strategy  Ensure programmes are supported by realistic budgets, resource plans, and implementation approaches  Facilitate collaboration across programme areas to develop integrated programmes and shared interventions that drive systemic change across the financial ecosystem	<ul style="list-style-type: none"> <li>Independent evaluations and impact assessments confirm that FSDE's programme portfolio delivers measurable market-level outcomes aligned with its theory of change</li> <li>Internal and external technical reviews confirm that programme designs meet required standards of quality and systemic relevance</li> </ul>
<b>KRA 4: Portfolio Management, Delivery &amp; Financial Oversight</b>  Oversee portfolio performance and financial discipline, resulting in delivery of planned results with strong value for money and controlled risk	Lead regular portfolio reviews with programme heads to assess progress, results, risks, and delivery challenges  Work with programme heads to adapt programme direction and resource allocation in response to performance and learning  Maintain oversight of portfolio budgets and expenditure, ensuring alignment with strategic priorities and approved plans  Review value for money across programmes, guiding decisions to improve efficiency, impact, and use of resources  Ensure risks are identified, discussed, and managed consistently across the portfolio, with clear accountability and follow-up	<ul style="list-style-type: none"> <li>Financial and performance tracking confirms that programmes deliver results in line with approved budgets and plans</li> <li>Portfolio review and decision records confirm that programme performance and learning inform resource allocation and design adjustments</li> </ul>
	Work with programme heads and the Communications & Advocacy function to identify and prioritise key stakeholders across the financial ecosystem, and align influencing strategies to drive systemic change	<ul style="list-style-type: none"> <li>Development impact tracking, supported by stakeholder feedback where required,</li> </ul>

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<p><b>KRA 5: Strategic Communications &amp; Thought Leadership</b></p> <p>Strengthen FSDE's influence, reputation, and funding base through effective communication, strong donor relationships, and recognised sector leadership</p>	Guide the development of cross-programme communication and advocacy efforts that reinforce FSDE's role in shaping policy, market practice, and sector behaviour	<p>confirms that the CPO's insights influence sector thinking and decision-making</p> <ul style="list-style-type: none"> <li>• Donor feedback confirms confidence in FSDE's programme portfolio, performance, and strategic direction</li> </ul>
	Build and maintain strong relationships with key donors, ensuring they are well informed, engaged, and confident in FSDE's performance and direction	
	Oversee the quality and timeliness of donor-facing communications, ensuring reporting, proposals, and updates meet expectations and strengthen trust	
	Position FSDE as a trusted and impartial source of expertise by contributing to high-level forums, advisory groups, and thought leadership platforms	
<p><b>KRA 6: Team Leadership &amp; Integration</b></p> <p>Lead and align programme teams, resulting in a cohesive, high-performing function that enables delivery of FSDE's mission and long-term impact</p>	Provide clear leadership and direction to programme heads, aligning them around shared organisational priorities and expectations	<ul style="list-style-type: none"> <li>• Feedback from the Executive Team confirms that the programme portfolio operates as a coherent and strategically aligned whole</li> <li>• Staff engagement surveys and stakeholder feedback confirm that programme leaders experience strong ownership and empowerment in delivering their areas of responsibility</li> </ul>
	Foster a collaborative leadership culture, building shared ownership of strategy and delivery across programme heads	
	Ensure coordinated planning and delivery across programme areas to address systemic challenges in an integrated way	
	Oversee alignment of programme ambition with available capacity, ensuring resources and workload are balanced and sustainable	
	Support programme heads to strengthen performance, while reinforcing accountability and continuous improvement through regular review processes	

**And other duties as requested by the CEO**

## REQUIREMENTS OF THE ROLE

### Qualifications & Experience:

- Master’s degree in Finance, Economics, Business Administration, or a related field.
- At least 15 years of relevant experience in financial sector development, financial services, or economic development, with significant senior leadership responsibility.
- Proven experience operating at executive or senior leadership level including partnering closely with a CEO and/or engaging directly with a Board or Equivalent governance body on strategy, performance and risk.
- Proven track record in leading complex programme portfolios that deliver systemic change, including oversight of design, delivery, and performance.
- Strong experience in developing fundable programme concepts and overseeing high-quality funding proposals aligned with donor priorities.
- Demonstrated experience engaging with donors, investors, regulators, and senior stakeholders to influence strategy and mobilise resources.

### Job Related Skills and Knowledge:

- Deep understanding of financial sector development, including inclusive finance, capital markets, and market systems approaches.
- Strong ability to translate strategy into coherent programme portfolios that deliver systemic impact and value for money.
- Expertise in programme design, including theories of change, delivery models, and integrated programme approaches.
- Proven ability to develop and assess high-quality, fundable programmes, including budgets and resource plans.
- Strong financial and commercial acumen, with the ability to oversee portfolio performance, resource allocation, and value for money.

### How to Apply

Interested applicants who meet the above requirements should submit their cover letter and CV, clearly stating the position “Director of Programs” for which you are applying, to [jobs@fsdethiopia.org](mailto:jobs@fsdethiopia.org) before the end of the business day on June 27, 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.

## COMPETENCIES

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