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Special Release

23 August, 2023

Vacancy

We are currently looking for quality referrals for the position of Managing Director/Chief Executive Officer in one of the Microfinance Banks located in Ibadan, Oyo State.

Employment Type: Full time

Main Responsibility and Job Description

A Unit (Tier One) Microfinance Bank in Ibadan is requesting a competent person to serve as the Bank's Chief Executive Officer. He/She will be in charge of the overall management of the institution, including clear leadership and direction to the Bank, ensuring solid operating and financial performance, recruiting and developing the talent needed to accomplish higher performance standards and overseeing new operational systems and procedures. He/She will have primary responsibility for achieving the ambitious growth strategy developed by the stakeholders, and for positioning the MFB as a leading provider of high-quality financial services within the areas as allowed by the regulator. This will include assuming leadership in four key areas:

- Overall management and governance.
- Strategic planning and business development.
- Human resources and talent development.
- Communications and external stakeholder relations.

Responsibilities:

Overall Management and Governance:

- ❖ Serve as ex-officio and no-voting member of the Board of Directors.
- ❖ Execute the Policy decisions of the Board.
- ❖ Manage the day-to-day operations of the Bank by providing clear leadership and guidance to all functions of the Bank including Finance, Operations, Administration, Special Projects, HR and ICT.
- ❖ Cultivate culture of cooperation and high performance.
- ❖ Drive organizational performance, both quantitative and qualitative; achieve business plan targets.

- ❖ Uphold standards and risk management at all levels and ensure effective supervisory control and management review.
- ❖ Sustain the Bank's social mission and its dedication to financial inclusion.

Strategic Planning and Business Development

- ❖ Develop annual and longer-term plans and budgets, incorporating input from the different departments for approval by the Board.
- ❖ Oversee the implementation of budgets and strategic plans, including oversight of fund raising.
- ❖ Set financial and operational performance targets for all key operating units.
- ❖ Set employee performance standards required to achieve short and long term objectives and goals.
- ❖ Lead the MFB's expansion into new geographic areas of Nigeria.

Human Resources and Talent Development

- ❖ Build a strong and effective senior management team.
- ❖ Establish an effective and competent participatory management style.
- ❖ Implement a performance management system for the senior management team.
- ❖ Oversee and support the development and implementation of effective HR policies and procedures for recruitment, training and talent development.
- ❖ Motivate all staff and ensure that staff is dedicated to the mission of the Bank.
- ❖ Mentor and coach senior management.

Communications and External Stakeholders Relations

- ❖ Build the Bank's reputation as a company committed to excellent client services, both internally and externally.
- ❖ Maintain solid relations with stakeholders and external parties, including the investors and other business partners.
- ❖ Ensure quality information flow to investors, regulators and other stakeholders as relevant.

Qualifications

- ❖ A Bachelor's degree or HND; Master's degree or higher in Banking and Finance, Economics, Business or Accounting is desirable. Professional qualification will be an added advantage.
- ❖ Must have undergone the Microfinance Certification Programme and obtained a Certificate in Microfinance Banking issued by the Chartered Institute of Bankers of Nigeria (CIBN).
- ❖ At least ten years of direct experience in financial services, five of which should have been in senior management positions in a Microfinance Bank.
- ❖ General knowledge of a wide range of microfinance banking products, including loans and savings.

- ❖ Advanced knowledge of a wide range of microfinance banking operations, products and services as well as knowledge of standard banking compliance regulations, banking law, business law, employment and labour law, internal operational policies and procedures.
 - ❖ Demonstrated experience leading and building cohesive, high performance teams.
 - ❖ At least five years of professional experience in developing/emerging economies, preferably in Nigeria.
 - ❖ Strong analytical, interpersonal, communication and influencing skills.
 - ❖ Ability to delegate effectively amongst teams and show commitment to the long-term development of the management team through coaching and mentoring.
 - ❖ Comfortable in a fluid environment, self-directed, flexible and creative.
 - ❖ Commitment to the bank's social mission and corporate values.
 - ❖ Fluency in English is required.
 - ❖ Willingness to represent the Bank very well at level 2.
 - ❖ Age limit between 50 and 55 years of age.
- **Qualified and interested candidates are directed to apply and submit their applications with three reference letters (separately addressed) not later than 15th September, 2023 through this address: recruitment2023mfb@gmail.com**

Thank you.

G. O. Saliu, MANUPA, MNIM, MAUA
Registrar and Secretary to Council