

## Managing Director for a East African Bank.

*The bank is the largest indigenous owned Commercial Bank with a depositing customer base of over 650,000 and over 94,000 borrowing customers, serving all segments of the economy, i.e., the Micro Finance Sector, the Small and Medium Enterprises (SMEs) and the Corporate World. The Bank that is most actively involved in agricultural lending the backbone of the country's economy*

We are looking for prospective candidates as Managing Director for a major Bank in East Africa. You are a Professional Banker preferably with 15 years banking experience of which 5 are in a senior position, with Micro Finance experience. (From Africa, an emerging market or a developing country).

A Key requirement is that you are preferably a practicing Roman Catholic, 35-50 years of age with solid IT and Financial Services background. Minimum 5 years of top level management experience.

The Bank is a full service Commercial Bank in East Africa, lending to small and medium enterprises and large corporations, however the primary focus is currently extended to the provision of microfinance in rural areas.

The job title and position is Managing Director with the primary aim to focus on growth. The duration of the contract is 3 years (renewable based on performance)

### **Profile of the candidate;**

#### **1. Minimum Education required "Preferred":**

- 1.1 Masters in Business Administration / Banking and Finance or an equivalent.

#### **2. Minimum Experience in the Banking Industry:**

- 2.1 The candidate should be a professional banker preferably with a minimum of 15 years of banking experience of which 5 years as responsible of operations/credit department of a bank of similar size in a senior management level. Preferably experience in micro finance

#### **3. Personal Skills:**

- 3.1 Strong managerial skills and execution capacity
- 3.2 Team builder
- 3.3 Interest in community development
- 3.4 Ascendancy due to seniority and capacity
- 3.5 Diplomatic skills
- 3.6 Outgoing personality (within the bank and towards the various stakeholders)
- 3.7 Good communicator
- 3.8 Innovative and enterprising

- 3.9 Performance driven
- 3.10 Commercial/sales oriented.

#### 4. Experience:

- 4.1 Strong Financial background with wide in depth banking experience
- 4.2 Overall experience in management of multi branch network
- 4.3 Experience in Africa and any developing country (preferably East Africa, Asia and Latin America)
- 4.4 Knowledge in the microfinance area would be a bonus.

#### 5. Technical Skills in:

- 5.1 Risk management
- 5.2 Commercial credit (evaluation and underwriting techniques)
- 5.3 Microfinance (techniques in microfinance versus potential target markets)
- 5.4 IT knowledge as basis for future expansion and developments
- 5.5 Financial management (cost and management accounting to support efficient offer of services)
- 5.6 Assets and Liability Management
- 5.7 Treasury Management

#### 6. Bank's Priorities

- 6.1 Realization of growth within the Mission and Vision of the Bank
- 6.2 Build up a coherent, qualified senior management team that can bring the bank forward in line with the strategic plan and the growing competition
- 6.3 Improve customer service
- 6.4 Improve efficient offer of financial services to withstand reducing or reduction of interest margins
- 6.5 Realize branch expansion
- 6.6 Realize product development and diversification
- 6.7 In The country: Position Centenary Bank as the leading microfinance provider in spite of increasing competition from both MFI's and other banks.
- 6.8 Worldwide: Position Centenary bank as a leading African microfinance bank to the various (potential) stakeholders.

#### 7. Additional requirements

- 7.1 A practicing Roman Catholic is preferred, with a clear affinity with the mission and vision of the bank (Upon consultation with various Bishops and the Catholic Secretariat "Roman Catholic" is key to this assignment)
- 7.2 Able to understand the interests of the shareholders and manage these relationships

For the number of people reporting to the candidate see Organization Chart. For additional information see Job Description. For additional information contact Kersi Porbunderwalla email [kersi@eurosox.dk](mailto:kersi@eurosox.dk). Tel. +45 2121 0616. All information will be treated confidentially.