

## VACANCY ANNOUNCEMENT

### GROUP DIRECTOR OF MONITORING AND EVALUATION

#### Position Description

<b>Position Title:</b>	Group Director, Monitoring & Evaluation
<b>Reporting to:</b>	Deputy Group CEO & Chief Risk Officer
<b>Location:</b>	Nairobi, Kenya
<b>Background</b>	
<p>The African Guarantee Fund (AGF) is a Pan-African non-bank financial institution founded by the Ministry of Foreign Affairs on behalf of the Government of Denmark through the Danish International Development Agency (DANIDA), Ministry of Foreign Affairs and Cooperation on behalf of the Government of Spain through the Spanish Agency for International Development Cooperation (AECID) and the African Development Bank (AfDB) in 2011. AGF has since been joined by the Agence Française de Développement (AFD), the Nordic Development Fund (NDF), Investment Fund for Developing Countries (IFU) and KfW.</p> <p>AGF's primary mandate is to assist financial institutions (FIs) in Africa to scale up their SME financing through the provision of partial loan guarantees and capacity development assistance. It seeks to bridge the financing gap across the continent for SMEs. AGF products and services provide FIs with the means, which they can leverage in bringing their African SME financing interventions to the required scale.</p> <p>AGF contributes to the promotion of economic development, vital for prosperity, stability and poverty reduction in Africa through two lines of activity:</p> <ul style="list-style-type: none"> <li>- Provision of a mix of financial guarantees and other products, which reduce the risks sustained by FIs when lending to SMEs that have insufficient collateral. These guarantees contribute to reduce the inability of SMEs to provide acceptable guarantees required by FIs prior to lending.</li> <li>- Support for capacity development of the partner FIs to enhance their capacity to appropriately assess loan requests from SMEs and to mitigate risks associated with the guarantee.</li> </ul>	

AGF operates according to market principles and is a commercially viable venture with operations in 40 countries in Africa and is gradually expanding to other countries to cover the whole of Africa.

AGF West Africa is a subsidiary of the African Guarantee Fund Group and oversees the Group's operations in the West African region.

AGF is rated 'AA-' by the globally renowned Fitch Ratings Agency.

### **Position Summary**

The role is responsible for designing, implementing, and managing a monitoring and evaluation system that effectively and efficiently analyzes the economic, environmental and social impacts of AGF's activities.

### **Key Roles & Responsibilities**

- Develop and implement Monitoring & Evaluation frameworks and systems:
  - Design and develop M&E frameworks and systems that align with AGF's objectives and goals,
  - Identify and recommend appropriate indicators to measure progress and impact,
  - Develop monitoring plans, data collection tools, and reporting templates.
- Monitor program progress and performance:
  - Collect, collate and analyze data from different sources,
  - Provide regular feedback to the Executive Committee on progress and performance against AGF's objectives,
  - Identify areas for improvement and recommend corrective actions,
  - Ensure that M&E data is accurate, complete, and timely.
- Evaluate program impact and effectiveness:
  - Conduct impact evaluations and studies to assess the effectiveness of AGF's activities (guarantees and technical assistance),
  - Collect and analyze data to evaluate AGF's impact and effectiveness,
  - Prepare reports and presentations to communicate findings to AGF's stakeholders.
- Provide technical support and capacity building:
  - Provide technical support to AGF's staff on M&E processes, tools, and systems,
  - Build the capacity of AGF's staff to conduct M&E activities,
  - Organize and facilitate training and workshops on M&E related topics.
- Ensure compliance with AGF's stakeholders' requirements:
  - Ensure that M&E activities comply with stakeholders' requirements and standards,

- Prepare and submit regular reports to stakeholders on AGF's progress and performance,
- Work with AGF staff to ensure that guarantee and technical assistance activities are aligned with stakeholders' requirements.

### **Desirable qualifications, knowledge skills and experiences**

- Masters' degree in Statistics, Economics, Finance, Social Sciences or related field.
- At least 10 years' progressive experience with a proven track record of monitoring and evaluating activities focusing on economic, environmental and social development, through financing and technical assistance activities related to small and medium enterprises.
- Good understanding of financial institutions approaches to SME lending and SME risk mitigation strategies.
- Possess technical familiarity with the best practice evaluation methods and standards.
- Good knowledge of the guarantee and technical assistance activities.
- Familiarity with donor reporting requirements and standards.
- Excellent written and verbal communication skills with excellent report writing skills.
- Proficient in both English and French languages.
- Excellent project management skills.
- Strong analytical skills, including experience with data analysis software (e.g. Excel, SPSS, SAS)
- Strong conceptual and strategic-thinking skills.
- Self-driven individual with a passion and flair for helping SMEs succeed.
- Team player with strong interpersonal and leadership skills.
- Excellent IT skills.

## **Terms of Offer**

African Guarantee Fund is an equal opportunity employer and offers a regionally competitive salary with an excellent benefits package. AGF prides itself on its collegial, supportive and gender sensitive working environment and believes that staff diversity promotes excellence.

Women candidates are strongly encouraged to apply.

## **Applications**

All applications should be sent via email, attaching a resume and cover letter summarizing your relevant work experience, name and contact information of 3 referees that are familiar with your professional qualifications and work experience to: [recruitment@africanguaranteefund.com](mailto:recruitment@africanguaranteefund.com).



**“Application for Group Director of Monitoring and Evaluation”** should be clearly marked on the subject line of the email message.

Only Short-listed applicants will be contacted. We invite you to learn more about us at: [www.africanguaranteefund.com](http://www.africanguaranteefund.com)