



Issued on: 20 October 2017

Deadline For Application: 03 November 2017

JOB TITLE: **SME FINANCE AND BANKING CONSULTANT**

TYPE OF CONTRACT: Consultant

DUTY STATION: Harare

ORGANIZATIONAL UNIT: FAO ZIMBABWE

DURATION: 10 days

FAO seeks gender, geographical and linguistic diversity in its staff and international consultants in order to best serve FAO Members in all regions.

Qualified female applicants and qualified nationals of non-and under-represented member countries are encouraged to apply.

Persons with disabilities are equally encouraged to apply.

All applications will be treated with the strictest confidence.

Organizational Setting

FAO Zimbabwe is implementing a Livelihood and Food Security Programme (LFSP) which targeting the 126,000 smallholder farmers in selected districts in Zimbabwe. LFSP is managing a rural finance sub component that aims at enhancing access to rural finance for smallholder farmers and Micro, Small and Medium Enterprises (MSMEs). This involves work with Financial Institution such as Bank and Micro Finance Institutions (MFIs) that are involved in providing financial services to the target clients in rural Zimbabwe.

The FIs are among others supported through technical assistance to enable them develop or refine financial products, set up economic delivery channels, revise or develop policies and procedure manuals, refine their Management Information Systems and Board, Management and Staff training and mentoring in identified areas with capacity gaps to enhance efficiency and effectiveness in rural financial service delivery.

The consultant will provide training to staff of Financial institutions in the areas of SME finance and banking. The consultant will use some of the days to prepare for the training and a day to write the final report.

Reporting Lines

The consultant will report to the Chief Technical Advisor of LFSP.

Technical Focus

The SME finance and banking training should cover but not be limited to the following topics

- a) SME strategy and Business models for SME banking
- b) Market segmentation and identifying new opportunities in SME sector
- c) Managing SME customer lifecycle
- d) SME finance product development
- e) Optimising products and marketing strategies
- f) Delivery and Channel Management for SME finance
- g) SME loan cycle and credit risk management
- h) Digitising SME finance and IT/MIS optimisation
- i) Human resource management for effective SME finance delivery
- j) Relationship Management in SME financing
- k) Agricultural and rural finance for SMEs

The training will expected to take place for a period not exceeding 5 days.

Tasks and responsibilities

- i) Develop the training material
- ii) Deliver the training from 4th to 8th December 2017.
- iii) Provide a final report on the training and a proposed way forward for FIs to expand SME finance in rural areas.

CANDIDATES WILL BE ASSESSED AGAINST THE FOLLOWING

Minimum Requirements

- Advanced university degree in Finance, Business Administration, Economics, Commerce and Agricultural Economics.
- 5 – 10 years experience in SME development and finance with experience in Africa being considered a plus.
- Working knowledge of English, French or Spanish and limited knowledge of one of the other two or Arabic, Chinese, Russian.

FAO Core Competencies

- Results Focus
- Teamwork
- Communication
- Building Effective Relationships
- Knowledge Sharing and Continuous Improvement

Technical/Functional Skills

- Work experience in delivery of SME Finance training in Africa and beyond
- Experience in delivery of SME finance and banking capacity building for Financial Institutions
- Experience in SME development.
- Familiarity with the Zimbabwe Banking and SME environment or the SME environment in Southern Africa.

Please note that all candidates should adhere to *FAO Values of Commitment to FAO, Respect for All and Integrity and Transparency*.

ADDITIONAL INFORMATION

- FAO does not charge a fee at any stage of the recruitment process (application, interview meeting, processing).
- Incomplete applications will not be considered. If you need help, or have queries, please contact: iRecruitment@fao.org
- Applications received after the closing date will not be accepted.
- Only language proficiency certificates from UN accredited external providers and/or FAO language official examinations (LPE, ILE, LRT) will be accepted as proof of the level of knowledge of languages indicated in the online applications.
- For other issues, visit the FAO employment website: <http://www.fao.org/employment/home/en/>

HOW TO APPLY

To apply, visit the iRecruitment website at <http://www.fao.org/employment/irecruitment-access/en/> and complete your online profile. Only applications received through iRecruitment will be considered.

Candidates are requested to attach a letter of motivation to the online profile.

Vacancies will be removed from iRecruitment at 23:59 Central European Time (CET) on the deadline for applications date. We encourage applicants to submit the application well before the deadline date.

If you need help, or have queries, please contact: iRecruitment@fao.org

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