

**AFRICAN DEVELOPMENT BANK**  
**VACANCY ANNOUNCEMENT N°ADB/09/158**

<b>Position Title:</b> <b>Lead Commercial Credit Risk Officer</b>	<b>Grade:</b> <b>PL-2</b>	<b>Position N°:</b>	<b>Closing Date:</b> <b>04<sup>th</sup> December 2009</b>
<b>Department/Division: FFMA</b>		<b>Supervisors' Names &amp; Title: Kodeidja DIALLO, Director FFMA</b>	
<b><u>Objectives:</u></b>			
<p>Within the broad mandate of the Financial Management Department, the key objectives of the Lead Officers are:</p> <ul style="list-style-type: none"> <li>• Formulate, review and update policies, guidelines and procedures relating to the Bank's credit risk management;</li> <li>• Design and lead development, review and update methodologies, processes and systems for assessing and managing commercial risk;</li> <li>• Monitor compliance with non-sovereign credit risk exposure management policies and advice on the quality of non-sovereign portfolio;</li> <li>• Lead the credit risk assessment of all lending and investment operations of the Bank and also the country rating exercise;</li> <li>• Provide technical supervision to junior staff in the design and implementation of their work program.</li> </ul>			
<b><u>DUTIES AND RESPONSIBILITIES:</u></b> Under the supervision of the Director of FFMA and working closely with the Division managers, the Lead Credit Risk Officer will provide leadership to transaction team/ Portfolio team perform the following duties and responsibilities:			
<ul style="list-style-type: none"> <li>• Provide technical expertise and intellectual leadership in the design, development and review of the Bank's credit risk management policies and guidelines, including procedures and process for their implementation;</li> <li>• Provide technical expertise and leadership in the development and upgrading of risk assessment methodologies, including appropriate assessment, monitoring and management tools and systems;</li> <li>• Lead the annual country risk rating exercise and country risk notes by liaising with economists at the head-office and the field-offices to critically assess the risk profile of all RMCs;</li> <li>• Lead the preparation of the quarterly and annual portfolio credit risk review to ALCO and the Board;</li> <li>• Coordinate and lead the review and update of the non-sovereign and sovereign credit risk rating and scoring models;</li> <li>• Serve as a focal point and technical lead for the Transaction team in the identification and measurement of all risks inherent in Bank's lending and investment, advising the Director and the staff on risk mitigation strategies;</li> <li>• Lead the assessment and evaluation of risks inherent in non-sovereign and sovereign loans, equity participation and structured products and advise appropriate credit enhancement or risk mitigation measures;</li> <li>• Coordinate and liaise with OPSM the Active Projects Processing Schedules, Country Team meetings and OpsCom meeting, and ensure that departments work programmes lead to the achievement of deliverables within the deadlines.</li> <li>• Advise appropriate pricing terms and conditions for non-sovereign transactions in consultations with investment officers.</li> <li>• Lead the participation of all credit review committees and Board deliberation sessions on non-sovereign transactions.</li> <li>• Participate in due diligence missions on new non-sovereign transactions and supervision missions on active projects contributing to a better understanding of risks associated with them and of options for their mitigation.</li> <li>• Develop and formulate credit risk management training programs for the staff of the Regional development financial institutions within the Bank's capacity building and knowledge transfer mandate.</li> <li>• Lead and coordinate the preparation of technical notes and/or papers or conduct studies of interest to the Bank on Commercial Credit Risk and related issues.</li> <li>• Propagate commercial credit risk assessments and serving as a focal technical contact with other relevant Staff and unit within and outside the Bank.</li> <li>• Provide technical supervision to junior staff in the design and implementation of their assignments.</li> <li>• Work in partnership with other Multilateral Development Institutions in sharing information on risk management issues, coordinating seminars and conferences to deepen the department's knowledge of risk management techniques and strategies.</li> </ul>			
<b><u>SELECTION CRITERIA:</u></b>			
<ul style="list-style-type: none"> <li>• At least a Master's Degree or its equivalent in Finance, Economy or other related discipline.</li> <li>• Preferably a minimum of 8 years of relevant practical working experience in financial management, budget matters, financial control, capacity building, planning and administration;</li> <li>• Demonstrated knowledge in financial operations and credit risk matters;</li> <li>• Knowledge of the Bank's priorities, objectives, lending strategies, policies and procedures;</li> <li>• Capacity for conceptual and strategic analysis;</li> <li>• Capacity to diagnose and resolve multiple, concurrent problems;</li> </ul>			

- High level skills in communication and negotiation;
- Excellent communication skills in English or French, with a working knowledge of the other language.
- Competence in the use of Bank standard software (Word, Excel, Access and PowerPoint), knowledge of SAP and operational management systems.
- Ability to handle stress due to multiple and simultaneous demands, priorities and deadlines.

<u>Submitted by:</u> <b>Benson MAINA, Acting Division Manager, CHRM.1</b>	<b><u>Date:</u></b>
<u>Approved by:</u> <b>Daniel TYTIUN, Director, CHRM</b>	<b><u>Date:</u></b>

Only applicants who fully meet the Bank's requirements and are being considered for interview will be contacted. Applicants will only be considered if they submit a fully completed Personal History Form (PHF) available from the Bank's web site and attach a comprehensive Curriculum Vitae (CV) showing date of birth and nationality and preferably submitted electronically to: [recruit@afdb.org](mailto:recruit@afdb.org). African Development Bank is an equal opportunities employer and female candidates are strongly encouraged to apply. <http://www.afdb.org>