



CHIEF FINANCIAL OFFICER

Our leading and dynamic impact investment client, Norsad is renowned for investment excellence. If you are renowned because of your significant experience and success as a CFO gained in a development/long term funding environment, we'd like to hear from you.

Log onto our website to discover more about **Norsad** and the opportunity which awaits.

Find out more at www.hrmc.co.bw



www.linkedin.com/company/hr-management-consultants



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Are you ready to lead all aspects of both strategic and operational finance activities within a complex and challenging investment environment?

Be ready to stretch yourself internationally and deliver for an organisation renowned for investment excellence in Sub-Saharan Africa.



About the Company

Norsad Finance is an impact investor and private credit provider that offers flexible debt financing solutions to profitable growth-stage companies in Africa that delivers desirable social impact. Norsad's investment coverage is Sub-Saharan Africa, and its principal coverage area is the Southern Africa region. Norsad is sector agnostic and has been operating in Southern Africa for more than 30 years' offering a range of investment products.

It seeks only the brightest minds in their journey of continual growth towards excellence.

About the Opportunity

This is an exciting opportunity to work in an environment where you will be given an unprecedented amount of strategic and operational responsibility. It is truly a unique opportunity for someone who has already proved their brilliance, to further stretch themselves and prove their mastery in an extremely rewarding environment.

An opportunity to lead all aspects of finance and risk, within a challenging, complex, and dynamic environment, and to work for an entity that is on a growth trajectory. It is an opportunity/chance to be part of an agile organisation that operates in Sub-Saharan Africa. An international entity which can position one for an international career path.

CFO reports to the CEO and is a member of the Management Team, ALCO, Screening Committee and IT Committee of Norsad Finance Limited. The CFO is responsible for the administrative, financial, and related risk management operations of the company, to contribute to the development of a financial and operational strategy, policies and procedures aligned to that strategy, and the ongoing development and monitoring of control systems designed to preserve company assets and report accurate financial results.

Key Tasks and Responsibilities

1. Financial Information

1.1 Financial Reporting

- Prepare annual IFRS statutory financial statements that are approved by the Board of Directors, Shareholders and submitted in a timely fashion to the relevant authorities.
- Prepare quarterly management accounts for initial submission to the Audit and Risk Committee (ARC), before circulation to the Board of Directors and then Shareholders, within agreed deadlines.
- Provision of constant, regular and predictive data, through the preparation and publication of financial information dashboards, on a daily, weekly and monthly basis.

1.2 Back Office & Disbursements

- Manage and further develop the back-office system for keeping record of investments.
- Prepare disbursement bank transfers and verify that disbursements have required internal approvals.
- Prepare initial loan repayment schedules and necessary addendum calculations.

2. Strategic Planning and Forecasting

2.1 Asset and Liability Management

- Capital requirements, including gap reports.
- Cashflow statements, including funding requirements and loan disbursements.
- Internal cost of capital and average portfolio yields and forecasts.

2.2 Annual Budgets & Financial Projections

- Prepare group budgets for inclusion in the annual operation plan of the company.
- Budget Management - prepare quarterly analysis and report for ALCO and Board on significant variances from the budget.
- Ensure accuracy of the long term financial projections, using suitable models and simulation tools.

3. Funding

- Debt Leverage. To finance the portfolio growth targets set in the long-term strategies, The CFO shall negotiate flexible and competitive medium to long term FX and USD credit facilities with relevant regional and international Financial Institutions.
- Off Balance Sheet and other Structures. The CFO should further raise relevant and thematic funds through Special Purpose Vehicles and the issuing of Bond Notes both locally and internationally.
- Working Capital Facility management to ensure that the company is able to continue its operations and that it has sufficient cash flow to satisfy upcoming requirements.
- Cash Balances and Forecasting, the daily production of a dashboard of the company's cash position and a forecast of net funding requirements and committed finance to meet such obligations to be produced on a quarterly basis.

4. Operations

- Human Resources Management
- ICT
- Fixed Asset Management
- Office Administration

5. Risk Management

- Framework
- Control Systems
- External Auditors
- Audit & Risk Committee

6. Third Party Relationships

- Banking Relationships
- Taxation

7. Other

7.1 Supervisory Role

- Member of the ExCo Management team
- Member of the Screening Committee
- Member of the ALCO
- Member of MANCO
- Member of HRSteerCo
- Lead member of staff loans committee.
- Supervision of 6 Corporate & Office Management team members

Eligibility Requirements

- Accounting, Finance or other relevant degree
- A fellow of one of the international accountancy bodies, such as ACCA or CIMA
- 20 years' relevant finance industry experience with at least 10 in an executive capacity
- Major experience working with a diverse, international organisation
- 10 years' of debt fundraising experience, especially relating to off balance sheet structures and bond notes.

Key Competency Requirements:

For this role the following key competencies have been identified as critical for success:

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- Strategic and analytical thinking
- Strategic & Operational understanding of Financial Management
- Willingness to travel internationally
- Strong writing, presentation and negotiation skills
- Team Leadership

To apply for the position, please visit www.hrmc.co.bw and upload your CV and covering letter. This should be done as a single file (one document).

Confidential enquiries on this position may be directed to the Managing Consultant Naeem Bhamjee at naeem@hrmc.co.bw

Closing Date: 21 November 2021