

## Job Description

<b>Position Title:</b> Financial Analyst (Development Finance) (JPO)	<b>Contract type:</b> Fixed-term appointment (Junior Professional Officer)
<b>Grade:</b> P2	<b>Duty Station:</b> Rome, Italy
<b>Department:</b> Financial Operations Department (FOD)	<b>Division/Unit:</b> Front Office / Development Finance
<b>Duration of Assignment:</b> 2 years (renewable up to 3 years subject to satisfactory performance, recommendation by respective office and partner country agreement). Extension for a third year, possibly in a different duty station, will depend on availability of financial resources and the candidate's performance.	<b>Effective Date:</b> As soon as possible

### 1. Organizational Context

The International Fund for Agricultural Development (IFAD) is an international financial institution and a specialized United Nations agency dedicated to eradicating rural poverty and hunger. It does so by investing in rural people. IFAD finances programmes and projects that increase agricultural productivity and raise rural incomes, and advocates at the local, national, and international level for policies that contribute to rural transformation.

The Financial Operations Department (FOD) is a dynamic financial, strategic and responsive business partner and service provider fully supporting IFAD in developing its financial strategy and managing its financial, investments and material resources. FOD ensures that these resources are efficiently, economically and effectively used to achieve IFAD's objectives in the long-term and deliver on its development commitments. The Financial Operations Department is composed of the following three divisions: (a) Financial Controller's Division (FCD), (b) Financial Management Services Division (FMD) and (c) Treasury Services Division (TRE), and a Front Office.

The front office of FOD includes also a Development Finance team which supports the AVP-FOD in (i) aligning IFAD's operational and financial planning needs in the near and medium term, (ii) ensuring coherence and effectiveness of IFAD's financial profile as a rated institution and (iii) playing a convergence role between the development, financial and strategic dimensions of IFAD's operations (for both Sovereign and Non-Sovereign Operations), preserving the Fund's reputation and sustainability. The team also coordinates with units responsible for resource mobilization, financial planning, allocation of financial resources, ongoing programme delivery in Operations and Risk Management.

As part of one of IFAD's strategic priorities to strengthen its Private Sector Strategy, also as part of its IFAD13 objectives, the Financial Operations Department (FOD) is aiming to identify and design appropriate innovative financing mechanisms than can potentially be extended to both non-sovereign

and sovereign sectors, and ensure IFAD is well equipped to meet demand and effectively mitigate risks, while driving positive change through impactful private sector partnerships.

## **2. Supervision**

Direct supervisor: Senior Officer (Development Finance)

The position is in the Front Office of FOD, within the Development Finance team. The Finance Analyst (JPO) works under the overall strategic, policy and management guidance of the Associate Vice President of the Financial Operations Department & CFO of IFAD, and under the direct supervision of the Senior Officer (Development Finance), who is the head of the Development Finance team in the FOD Front Office.

## **3. Purpose of the position**

The Development Finance Team (Dev Fin) in the front office of the AVP-FOD and the Treasury Division will lead the activities related to the development of new financial products, structuring, negotiating and formalizing products, programmes, and mechanisms such as, but not limited to, lines of credit for financial intermediaries, credit guarantees, A/B loan structures, co-financing schemes, private debt and equity funds, and investment trusts.

To date, IFAD's Private Sector Financing Programme (PSFP) has already invested in seven NSOs that are promising leverage and results. In addition to an investment in the Agribusiness Capital (ABC) Fund, IFAD provided US\$26 million to six NSOs through its PSFP Trust Fund (mainly credit lines to SMEs and/or financial intermediaries), with a total project cost of US\$141 million. These investments are expected to benefit about 403,000 people directly and a further 1.4 million people indirectly. There will be a strong focus on empowering women (60 per cent of total beneficiaries) and youth (35 per cent). Currently, private sector programs and relevant transactions are managed off the IFAD-only balance sheet.

The JPO will support the Development Finance Team in this multi-year evolution of IFAD's private sector strategy, focusing on the exploration, design and implementation of the products and financing mechanisms mentioned above to drive private sector deal opportunities and transactions.

## **4. Duties and Responsibilities**

Under the overall guidance of the AVP & CFO, and the direct supervision of the Senior Officer (Development Finance), the JPO will be expected to support IFAD in identifying and developing innovative finance mechanisms, products, and structures which will drive the evolution and enhancement of IFAD's Private Sector Strategy.

In collaboration with the Development Finance team, and other IFAD colleagues, the JPO is expected to:

- Gain strong familiarity with IFAD's Private Sector Strategy and deal making procedures, IFAD13 private sector ambitions, and IFAD's current private sector portfolio.
- Assist the Head of Development Finance in the identification of financing mechanisms employed by MDBs and assess their applicability to IFAD.
- Assist the Head of Development Finance in consultations with pertinent IFAD colleagues to identify and assess the appropriate financing mechanisms/structures to leverage IFAD's balance

sheet with a focus on private sector operations and assess if any could have applicability to IFAD's sovereign portfolio.

- Support the end-to-end implementation of potential new financial products and/or structures, including impact to IFAD's balance sheet and research intelligence of related rating agency methodologies, as applicable.
- Work jointly with other members of the Development Finance team on potential implications of the identified mechanisms on IFAD's sovereign operations.
- Support the coordination and engagement with internal stakeholders such as the Treasury and Controller Divisions in FOD, the Legal Department, the Risk Management Department, and the Resource Mobilization Division as needed.
- Support the preparation of presentations and/or documents to the Financial Risk Management Committee (FRMC), the Executive Management Committee (EMC) and any other IFAD internal governing body pertaining to the work outlined above.
- Support the Development Finance team also in other ongoing transformation initiatives such as the global efforts of channelling Special Drawing Rights through potential hybrid capital mechanisms, and the revision of IFAD's lending terms.

## **5. Impact of Key Results/Key Performance Indicators**

- Contribute to the development of a new business area in the Financial Operations Department that will drive the evolution of IFAD's Private Sector Strategy.
- The Finance Analyst's focus is on building their knowledge base of the Fund's governing structure, mandate, long-term business strategy, organizational dynamics, and culture.
- Build strong relations with partners and stakeholders across the organization.
- Implement regular and timely monitoring of activities, and project milestones.
- Learn industry best practices and how to assess their applicability to the organization.

## **6. Representation/Work Relationships**

The Finance Analyst supports the provision and exchange of technical information pertaining to the work area(s) assigned. They build and maintain collaborative work relationships to enhance consistency and reliability in the provision of development assistance to IFAD's target clients. The Finance Analyst will interact with a multi-stakeholder team across a number of internal departments and divisions that will need to be consulted and support FOD implement new financial products and procedures.

## **7. Qualifications/Requirements:**

### **Education:**

- Advanced university degree from an accredited institution in economics, finance, business administration or other job-related field.
- Degree must be from an accredited institution listed on <https://www.whed.net/home.php>

### **Experience:**

- At least two (2) years', preferably 3-5 years', progressively responsible professional experience required, preferably in development institutions and/or financial services/banking organizations.
- Knowledge of private sector investment methodologies and Blended Finance principles is strongly preferred.

- Qualifying work experience in development finance functions with International financial institutions, development cooperation agencies, etc., would be an asset.

**Language:**

- Excellent written and verbal communication skills in English are required.

**8. Organizational/technical competencies:**

**Organizational**

- **Strategic thinking and organizational development:** Personal influence
- **Demonstrating Leadership:** Personal leadership and attitude to change
- **Learning, sharing knowledge and innovating:** Continuously seeks to learn, shares knowledge and innovates
- **Focusing on clients:** Focuses on clients
- **Problem solving and decision making:** Demonstrates sound problem solving and decision making ability
- **Managing time, resources and information:** Manages own time, information and resources effectively
- **Team Work:** Contributes effectively to the team
- **Communicating and negotiating:** Communicates effectively: creates understanding between self and others
- **Building relationships and partnerships:** Builds and maintains effective working relationships

**Technical**

- Understanding and skills related finance and credit, and structuring a variety of financial instruments (debt and equity)
- Knowledge of financial policies in the areas of loan pricing, concessionality, debt management and resource allocation
- Understanding of corporate finance and balance sheet management theories and techniques including modelling
- Knowledge of private sector investment methodologies and Blended Finance principles
- Capacity to communicate fluently with different counterparts to align parties and build networks.
- Writes clearly, succinctly, and convincingly listens and communicates effectively to engage others.
- Computer skills: Knowledge of financial modelling is an asset, full command of office applications (Word, Excel, PowerPoint)

**Training components:**

- On the job training in work related areas on a wide range of new and emerging issues with a focus on delivering results and impact.
- Participation in trainings organised by IFAD and external training providers.
- Direct coaching by the Supervisor.

**Learning Points**

- Gain insights into the development, coordination and implementation of medium to longer-term International Financial Institutions (IFIs) investment strategies in agriculture and rural

development.

- Expand knowledge on private sector development from a corporate and country portfolio perspective in order to facilitate replication of practices and scaling up.
- Strengthen competencies to support the design, supervision and implementation of private sector transactions and blended finance principles with a view to maximizing development effectiveness, impact and sustainable development results.

The incumbent will gain exposure and experience in:

- IFAD's corporate services across departments and units.
- The exposure to all levels of staff and management in IFAD will assist the JPO in developing strong and practical inter-personal and managerial skills.
- The organisational role of the JPO will ensure that s/he gains comprehensive understanding of the working of a UN agency and Development Financial Institution.
- Learning will be achieved through structured courses, on-the job coaching, assignments of increasingly responsible tasks and gradual exposure to all facets of IFAD's work at HQ and in the field. It will be gradual and will continue throughout the entire period of the assignment.