Development worker as advisor (m/f/d) for Microfinance

Ghana

As a federal enterprise, GIZ supports the German Government in achieving its objectives in the field of international cooperation for sustainable development.

With the dispatch of qualified specialists as development workers, GIZ contributes to the sustainable improvement of living conditions of people in developing and transition countries.

Job-ID: P1533V3823  
Location: Accra  
Assignment period: 09/01/2020 - 09/30/2022  
Field: Economic Development

Type of employment: full-time  
Application deadline: 05/24/2020

Job description

The Ghana Cooperative Susu Collectors Association (GCSCA) and The Micro Credit Association Ghana (MCAG) are two associations which are Microfinance service providers. These two associations have been given the self-regulation mandate by the Bank of Ghana (BoG). The self-regulation mandate requires GCSCA and MCAG to monitor the operations of their members to ensure that they comply with BoG regulations, receive reports from their members on monthly basis and consolidate this report for on-ward submission to the Bank of Ghana on quarterly basis. This mandate poses a challenge at the moment as report submission by members does not meet the requirements in terms of quality as most members operate manually, not keep records about their operations and as such find it difficult to submit reports to the National Secretariat in the format requested. The support to be provided by the development worker will go a long way to improve members capacity to prepare and submit reports about their operations to their association as required.

Your tasks

- Develop an IT based monitoring and supervision tool
- Assist the Monitoring and Supervision Department to conduct on-site and off-site supervision
• Support the development of annual monitoring and supervision plan
• Work closely with the Head of Monitoring and Supervision to digitize the operations
• Assist in developing annual work plans for Monitoring and supervision
• Participation in the development of a portal that can facilitate the submission of prudential reports to the associations database, data analysis and providing feedback to members
• Support training and capacity building of the monitoring team

Your profile

• Bachelor’s degree or equivalent in Statistics, Social Science, IT, Business Administration, Banking and Finance
• Relevant professional qualification in monitoring and Evaluation or Supervision
• Expertise in designing Monitoring and Evaluation frameworks
• Many years of working experience in monitoring and supervision
• Understanding of the Ghanaian microfinance sector and the financial sector in general
• Expertise in designing Monitoring and Evaluation tools for data collection
• Proactive with a positive attitude and willing to work in team settings
• Ability to train and coach other staff

Location information

Please use the following link for information about living and working in Ghana.

The security situation is tense. Tailored security risk mitigation measures are in place for GIZ staff in country. GIZ staff must adhere to security measures at all times. Please also check the county-specific information provided by the German Federal Foreign Office. A contact person for security risk management is appointed at the local GIZ office. The freedom of movement is restricted. GIZ does not impose any restrictions on life partners and family members to move with you to the country of deployment. We kindly ask you to inform yourself which forms of relationships are legally and socially accepted in the country of deployment.

At the site of operation the particulate pollution occurs to be many time higher than the European acceptable limit. As part of the selection process and during the recruitment examination you will be informed of appropriate protective and behavioral measures.

Notes

The readiness for regular business trips is assumed.

GIZ's Development Service is looking forward to applications of candidates with a professional qualification and / or university degree and at least two years of professional experience. In addition you hold the German nationality or the nationality of a member state of the European Union.
Please note that development service is **voluntary work**. You can get an overview of our benefits packages [here](#).

Please understand that we can accept and process in principle only applications via our E-recruiting system. Following the confirmation of your successful application, kindly check your spam / junk mail folder on a regular basis, since some provider classify emails from our recruiting system as spam.

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### Our benefits

We are a provider of international cooperation services for sustainable development and work to build a future worth living around the world. We support projects in over 130 countries to achieve goals sustainably together with our partners. Your work will begin with an onboarding and preparation phase that will give you initial insights into GIZ and lay the groundwork for your upcoming assignment, establishing new contacts and building up your network. Extensive check-ups and preventive measures (e.g. on appointment, before the outward journey, during the stay in a country of assignment, in an emergency) are provided to our staff and the family members accompanying them as a matter of course. As well as your basic living allowance, as a development worker you will also receive extensive additional benefits during your assignment (including a foreign service premium, family allowances, private group health insurance). To enable you to get ready for your assignment as a development worker and your outward journey, you will be given outward journey leave following your preparation time in Germany. We will cover a large portion of the childcare costs for dependent children under 14 who are accompanying you if your partner is not doing so and is not a development worker or integrated expert themselves. Most nursery and school fees are paid. We will reimburse you for your rental costs based on the rent index for your country as well as paying you an equipment and furnishing allowance on top. As a development worker, you can use the project vehicle for trips to school or to visit a doctor or can receive a monthly lump-sum mobility allowance instead. The project vehicle can also be used for personal trips with your manager’s approval. You and the members of your family accompanying you will be covered by our health and liability insurance, while your family members will also benefit from accident insurance. In countries in crisis, we operate a comprehensive risk management system for your protection, which minimises personal dangers and risks.

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### About us

We offer the opportunity to work in an innovative and worldwide operating institution related to development policy. Your competencies and qualifications are demanded on the spot in an interdisciplinary team. You advise governmental and civil society organizations at local or municipal level. The Development Service of GIZ offers a comprehensive service package. It includes a specific technical and personal preparation. The basis for the deployment of specialists in the development service is the [German Development Workers Act (EhfG)](#).

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### Contact
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