

JOB DESCRIPTION

JOB TITLE	SENIOR PROGRAMME MANAGER - RISK AND RESILIENCE	GRADE	5
PILLAR	Risk & Resilience Pillar		
ABOUT THE ORGANISATION	<p>We work to reduce poverty by strengthening Africa’s financial markets.</p> <p>Based in Nairobi, FSD Africa was established in 2012 and is funded by FCDO. It has a team of just over 50 people, of whom 10 work in the investment arm, FSD Africa (Investments)(FSDAi).</p> <p>FSD Africa is a specialist development agency set up to support breakthrough ideas to build and strengthen financial markets across sub-Saharan Africa. It works to reduce poverty by strengthening Africa’s financial markets. It does this by tackling the most intractable financial market challenges in Africa - including the lack of long-term finance, especially in local currency, and inadequate risk management capacity.</p> <p>FSD Africa’s team of financial sector experts works alongside governments, business leaders, regulators, and policymakers to design and build ambitious programmes that make financial markets work better for everyone. Depending on the project, it can provide grants, investment capital, technical assistance, and market insights (e.g., through research) to ensure it achieves its objectives.</p> <p>We focus our work where the need is greatest, and where we believe the potential for impact is the most significant. We have a specific mandate to invest in breakthrough, innovative ideas that we believe can have a transformative impact.</p> <p>Following the recent announcement of changes to the UK development budget, FCDO has reaffirmed its support for FSD Africa as a regional financial market development programme and has invited FSD Africa to construct a new strategy. FSD Africa seeks to be at the forefront of innovation and action for financing a sustainable future for Africa.</p>		
REPORTING RELATIONSHIPS	REPORTS DIRECTLY TO	Director - Risk & Resilience, FSD Africa	
	REPORTS INDIRECTLY TO	Associate Director (Climate & Health) - Risk & Resilience, FSD Africa	
	DIRECT REPORTS	Supporting Consultant(s) engaged in projects, Others TBD	
	INDIRECT REPORTS	Analyst(s)/Manager(s) - Risk & Resilience Pillar, FSD Africa	

<p>JOB PURPOSE</p>	<p>FSD Africa is proceeding on a substantial programme of work to build awareness and institutional capacity on nature-related financial risk management within African countries. This will support the transition towards a nature-positive economy and sustainable livelihoods, building on the growing evidence and calls for action such as that articulated in the <i>Economics of Biodiversity: the Dasgupta Review</i>. This candidate would act as a thought-leader on nature-related financial risk management, involved in the design, implementation, partnership development and research associated with the topic.</p> <p>In particular, this role will:</p> <ol style="list-style-type: none"> 1. Manage substantial aspects of our nature-related work (and other developing projects supporting similar environmental risk management). The role will be initially heavily supportive of the FSD Africa-run project ‘Promoting an African voice for the Taskforce on Nature-related Financial Disclosures (TNFD) and nature-related financial risk management’. 2. Deliver an impactful advocacy and communications campaign, in collaboration with FSD Africa’s Communications team, focussed on influencing private and public-sector partners to prioritise natural capital. <p>This position will sit within FSD Africa’s Risk & Resilience Pillar and will report directly to the Director, Risk & Resilience.</p>
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<p>KEY RESPONSIBILITIES AND ROLE REQUIREMENTS</p> <p>Nature-Based Risk Management Strategy and Programming</p> <p>Lead the development and delivery of FSD Africa’s work on nature-related risk management within the context of FSD Africa’s strategy and the Risk & Resilience Pillar’s focus, ensuring that the programme results in meaningful real-sector outcomes:</p> <ul style="list-style-type: none"> • Scope out existing research (and commission additional research if agreed upon), to gain a deep and comprehensive understanding of the needs and requirements of stakeholders and how to leverage beneficial change in managing and transferring nature-related risk; • Develop and test theories of change for the nature-related risk programme, aligned to the overall FSD Africa strategy, Pillar-specific theory of change, and theory of change associated with green finance; • Share learnings associated with strategy development and programming with the broader FSD Africa organisation and partners; a key part of this role will be upskilling our organisation around nature-related risk management topics, and using this to improve the strategic clarity and business plan associated with a pipeline of nature-related projects; • Work collaboratively with the Development Impact pillar to devise and manage results measurement and learning frameworks that will yield important insights into the development of effective long-term strategies, approaches and interventions. <p>Project Origination and Planning</p> <p>Identify, conceptualise and develop a coherent portfolio of projects and implementing partners which will collectively be effective in driving impact and systemic change (beyond the existing project discussed in the third responsibility below):</p> <ul style="list-style-type: none"> • Identify / select potentially impactful implementing partners, support them through the due diligence process (including the development & signing of MOUs/contracts); • Collaborate with implementing partners and relevant technical experts to develop project proposals that comply with Investment Committee standards;
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- Ensure that all staff, consultants and implementing partners involved in a project are fully briefed concerning expectations; especially on project milestone targets, quality standards, data collection/reporting and compliance with accountability requirements;
- Develop detailed implementation plans, budgets and cash-flow forecasts that will ensure project success and address capacity gaps of partners, especially around nature-related risk management topics.

Project Implementation

- Co-ordinate the roll-out of Risk & Resilience projects associated with nature-related risks so that results are achieved, risks are managed, and quality projects are delivered; ensuring that ongoing learning from projects is fully utilised to maximise impact and innovation:
- Work with implementing partners to assist them in implementing their projects according to agreed upon project plans, maintaining a strategic clarity, focus on impact, and collaborative approach at all times;
- In case of an implementing partner having challenges, provide technical assistance, or organise the provision of support to ensure project success;
- Prioritise the implementation of the project ‘Promoting an African voice for TNFD and nature-related financial risk management’
 - This project will have the primary objective to support the development of a TNFD framework that is appropriate and fit-for-purpose for Africa, informed by a strong theoretical underpinning that outlines the economic imperative to respond, and is tested and improved through practical engagement with financial institutions, corporates, and local regulators;
 - The project will include three main workstreams:
 - Workstream 1: Providing an academic justification for TNFD in Africa, and facilitating high-impact advocacy around that. This would establish an ‘African voice’ in the TNFD Framework (together with the companies that participate in workstream 2) and will emphasise the context-specific nature-related risks, impacts and opportunities facing the continent;
 - Workstream 2: Construct a series of pilot case studies in the financial sector that establishes examples of successful risk assessment and mitigation. This requires the development and testing of a draft framework, selecting ‘champions’ to gather data on exposure and opportunities, and deeply reflecting and reporting on lessons learned, including feasibility of implementation of disclosures etc.;
 - Workstream 3: Outreach to the public sector through a co-ordinated programme of advocacy, supporting key government bodies and regulators to influence the design of the TNFD programme, and integrating the preliminary framework into local disclosure regulation.
 - Workstream 1 would be finalised in the first 6-8 months of this project (and will be driven to completion by the Senior Programme Manager), with a draft report delivered prior to the end of the financial year. Workstream 2 will run the full 12 months, and would be informed, but not reliant on Workstream 1. Workstream 3, and its program of outreach, will be informed by Workstream 1’s findings, and will build directly off both Workstream 1 & 2’s advocacy deliverables and outcomes.
 - The project may contain future phases that will be co-designed by the Senior Programme Manager in conjunction with a range of internal (FSD Africa) and external (TNFD, HMG DEFRA & FCDO, consultants, financial institutions and public stakeholders) partners.
- Review the Monthly/Quarterly monitoring and evaluation reports for any allocated projects and take appropriate action on the basis of results and analysis:
 - If desired results have been achieved, initiate strategies for widespread awareness-raising and ‘crowding in’, focusing on applying leverage, replication of the project, and scaling;

- If desired results have not been achieved, either manage performance of the implementation team or adjust the strategy/approach.
- Identify, report on and mitigate project risks in a timely manner (project delivery and partnership management).

Influencing and Communicating for Impact

Actively participate in the development and implementation of an advocacy and communications plan for the nature-related risk management project portfolio; ensuring that the outcome is extensive awareness-building, engagement around topics of resilience financing, portfolio risk analysis & proactive tracking of environmental risk, and behavioural changes of stakeholders in both private and public spheres:

- Manage relationships with key stakeholders including TNFD, HMG DEFRA & FCDO, consultants, financial institutions and public stakeholders such as Finance Ministries and Regulatory bodies.
- Engage in advocacy for nature-related action, building stakeholder awareness and aiming to influence policy at the highest levels
- Consult and collaborate with the Risk & Resilience Pillar and Strategic Communications team to identify how stakeholders need to be influenced to support the success of interventions for nature-related risk management; this may include a need to advocate for legislative/policy reform or to incentivise (or some other supporting mechanism) greater action amongst potential beneficiaries for mindset change;
- Work collaboratively with the Strategic Communications team and Development Impact function to develop and implement work plans and budgets; ensuring that efforts are monitored and evaluated to ensure impact, and this impact is articulated;
- Contribute to the implementation of the Strategic Communications agenda (e.g. by developing content for written materials - blogs, editorials, op-eds, contributing to content development on our website; participating in advocacy campaigns, attending conferences and events etc.);
- Participate in and contribute to the development of annual and quarterly reports, including our publicly-facing strategy documents and impact assessments;
- Represent FSD Africa in public forums and networking opportunities; behaving at all times in a manner consistent with FSD Africa's brand, values, policies and protocols.

Director Support

Provide programme and operational management support to the Director, Risk & Resilience as required in support of the Pillar's strategy and programming

Carry out any other duties or special assignments as assigned by the Management.

7. PERSON SPECIFICATIONS - ESSENTIAL AND DESIRABLE

7.1 Qualifications and Education

- Good quality bachelor's degree from a recognised university
- Professional qualification and relevant accreditations (Masters level from a globally respected academic institution) in a relevant field (Actuarial Sciences, Development Studies, Economics, Public Policy, Finance, or other relevant fields).
- Excellent written and verbal communication skills in English

7.2 Essential Experience, Knowledge and Skills

- Minimum of 8 years' post-graduation progressive, responsible, experience of working in a relevant field, preferably across multiple countries and institutions.
- Experience in establishing and maintaining collaborative and trusted relationships with implementing partners, private-sector players and government & public agency counterparts.
- Demonstrated track record of rigorous project management skills and achievement of results across interconnected and complicated workstreams (with preference for experience managing and reporting on complex donor-funded projects).
- Demonstrated skills in managing large budgets, managing risk and ensuring value for money; ability to manage large project portfolios across multiple countries.
- Track record of measuring and articulating impact measurements systems in practice; including process and framework development.
- Demonstrated ability to coordinate and lead high performing teams and manage external stakeholders
- Demonstrated ability to coordinate the work of internal colleagues and oversee external suppliers and providers.
- Excellent interpersonal, presentational (i.e. public speaking) and influencing skills, with an ability to engage effectively with Senior Management.

7.3 Desirable

- Experience in international not for profit as well as prior donor engagement exposure is an added advantage
- Excellent knowledge and conceptual understanding of environmental risks (and associated topics) & application to international development/ financial market systems development.
- Experience of working in a multi-cultural environment
- Previous experience of working in donor-funded projects, preference for those funded through FCDO
- Languages: French, local African languages

8. COMPETENCIES	Level 1 Foundation	Level 2 Specialist	Level 3 Leadership
Commitment & Drive for Results			✓
Proactivity & Innovation		✓	
Effective Resource Management			✓
Relationship Building			✓
Communication & Influencing			✓
Thinking & Problem Analysis		✓	
Learning & Resourcefulness		✓	

9. KEY RELATIONSHIPS	
Internal Relationships <ul style="list-style-type: none"> FSD Africa R&R Pillar FSD Africa Management/ Leadership Team Other FSD Africa Staff (esp. Strategic Communications & Development Impact) Green Finance Working Group FSD Africa Portfolio and project managers (esp. regulatory engagement, policy development, and in-country SMEs) 	External Relationships <ul style="list-style-type: none"> HMG FCDO and DEFRA officials External and Retained Consultants, especially those procured to produce program deliverables External private partners from across Sub-Saharan Africa (e.g. financial institutions and corporates) External public partners (incl. sovereigns stakeholders - regulators, MoFs, standard-setters) International Development Finance Institutions (DFIs) and coalitions (e.g. TCFD and TNFD Secretariats) Indirectly - FSD Africa Board, and sub-bodies (esp. Investment & Development Committees)

10. FINANCIAL RESPONSIBILITIES		
Direct Control <ul style="list-style-type: none"> No 	Indirect Influence <ul style="list-style-type: none"> Significant influence over FSD Africa's ability to attract and retain partners, and to release funding based on project milestones Significant influence over FSD Africa's ability to achieve value for money in project delivery 	
11. APPROVAL PROCESS	SIGNATURE	DATE
Job Holder		
Director HR & Talent Management		