

Compliance Officer (f/m/*)

Starting ASAP, 2022 (full-time), Berlin or Cologne

ACGF– Afghan Credit Guarantee Foundation is a charitable foundation based in Cologne, Germany with an additional office in Berlin. ACGF’s donors are the Federal Republic of Germany represented by the German Federal Ministry for Economic Cooperation and Development (BMZ), and the KfW group. In addition, ACGF works closely together with the World Bank which has provided significant funding to ACGF during recent years. Our mission is to improve access to finance for Micro, Small and Medium Enterprises (MSMEs) in Afghanistan by providing credit guarantees and related technical assistance to Partner Institutions (PIs) – banks, micro-finance, and micro-deposit institutions. In addition, ACGF is considering direct engagements with MSMEs in Afghanistan with the aim of providing assistance beyond traditional financial services, e.g., through the provision of grants or through entrepreneurship development and start-up support. Within the context of these activities, ACGF is working closely together with its subsidiary based in Kabul. In total 30 colleagues are working for our organization, mainly in Germany

As BMZ is one of its founders, ACGF is a deemed a federal foundation “Bundesbeteiligung”.

Taliban’s rise to power in August 2021 had a fundamental impact on the overall environment in Afghanistan, thereby also affecting ACGF’s operations. Due to the uncertainty caused by the new de facto authorities, ACGF and its subsidiary were forced to put new business related to the issuance of new guarantees, grants and start-up support on hold. Currently, ACGF is actively preparing for a restart of business in close cooperation with its stakeholders, donors and its Afghan Partner Institutions. From a legal perspective, ACGF, as a foundation based in Germany, can continue to operate in Afghanistan even in light of the sanction regimes that are currently in place.

Considering that ACGF remains committed to continue serving its mandate in Afghanistan with a long-term perspective, we are currently restructuring our existing products, processes and procedures to address the changed realities on the ground. In addition, we are exploring new ways of supporting the people of Afghanistan to give them a better perspective for the future.

To lead and to further strengthen our Compliance & Regulatory department, we are looking for a

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ACGF is offering an exciting opportunity to gain valuable insights into compliance in a dynamic international organisation at the intersection of development cooperation and financial sector development. The Compliance Officer will have a high level of independence and will proactively shape the compliance management system of the whole organization. Travels to Afghanistan are not requested.

Your Tasks:

- Primary point of contact for all compliance-related topics
- Implementation and further strengthening of a sustainable compliance management system for ACGF and its subsidiary on the ground with special emphasis to

- Development and management of processes for the identification and assessment of legal framework and requirements placed on ACGF by the existing legal framework and the specific needs of donors
 - Development, improvement, as needed, and management of a monitoring program to ensure that internal and external compliance risks are comprehensively monitored
 - Identification of deficiencies in control mechanisms as well as the determination, implementation and monitoring of required measures to remedy deficiencies
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- Initiating and actively participating in the development of relevant policies and procedures to ensure compliance in respective departments
 - Ensuring that manuals and policies are kept up to date in accordance with legal and regulatory requirements and that they are continuously improved based on lessons learned
 - Conduct internal regular and ad-hoc audits to ensure that department-specific control processes are performed
 - Compliance reporting to ACGF's Board of Trustees, ACGF's Board of Directors and external stakeholders and ensuring the documentation of all compliance related activities
 - Advising and training the business units and the subsidiary in Afghanistan on compliance-relevant topics
 - Managing the internal organization for sanctions compliance and regularly re-viewing and improving it, in particular by means of spot checks, thereby representing the central focal point for sanctions-related issues.
 - Supporting the Board of Directors regarding review and interpretation of legal documents
 - Contributing to the plan for all critical compliance and governance-related processes at the local subsidiary SCSA
 - Supporting the Board of Directors with regards to governance issues in coordination with German government authorities and other stakeholders
 - Oversee and ensure timely and complete delivery of reports to all stakeholders.
 - General responsibility for ensuring compliance with procurement guidelines and social and environmental risk management requirements
 - Accompanying external audits

Your Profile:

- University degree, preferably in law, finance, economics, business or related academic fields
- Several years of proven experience in the compliance department of an organization preferably in the financial services sphere
- Relevant experience in CDD, AML, CFT and related regulatory requirements to be complied with
- A good knowledge and understanding of the requirements for and structure of appropriate compliance processes and control mechanisms in the financial sector
- Ability to prioritize, multi-task, and maintain flexibility in a fast-paced, changing environment
- Strong analytical skills, attention to detail and intercultural competencies
- Strong problem-solving skills and the ability to address conflict and difficult issues in a professional, assertive and proactive manner

- Business fluent in written and spoken German and English
- Excellent communication skills (oral and written)
- Experienced handling of MS-Office
- High level of commitment, integrity and reliability
- Identification with the philosophy and goals of development cooperation

Our offer:

This management position reports directly to the Board of Directors and offers a high degree of independence as well as the opportunity to significantly shape our compliance management system in a demanding country context. You will be working in a distinctly international environment with a highly dedicated and diverse team. You will be offered a permanent employment contract with a competitive salary. At ACGF, we are offering flexible working hours with the possibility of mobile working by arrangement. Our offices are centrally located in Berlin and Cologne and are therefore easily accessible by public transport.

Are you interested?

We are looking forward to getting to know you. For more information about us, please visit our website at www.acgf.de

Please apply online with a cover letter, CV and remuneration expectation. Applications are reviewed on a rolling basis.

For questions regarding this position, please contact Mr. Dirk Josef Thiesen at dj.thiesen@acgf.de.

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