

**Manager Development Finance (f/m/d) - Technical Assistance**  
**(Department Head)**

Job title: Manager Technical Assistance  
Job type: Full-Time (40 hours)  
Employer: ACGF – Afghan Credit Guarantee Foundation  
Location: Cologne or Berlin (remote work also possible, with regular office visits)  
Start: ASAP

**Who we are:**

The **Afghan Credit Guarantee Foundation (ACGF)** is a charitable foundation based in Cologne, Germany and a second office in Berlin. ACGF was founded in 2014 by the German Federal Ministry for Economic Cooperation and Development (BMZ) and DEG – Deutsche Investitions- und Entwicklungsgesellschaft mbH (a member of the KfW Group). Funding is also provided by the World Bank, the European Union as well as KfW.

**ACGF's mission is to improve access to finance for Micro, Small and Medium Enterprises (MSMEs) in Afghanistan** by providing credit guarantees through Partner Financial Institutions (PFIs). In this context, the Foundation also provides significant technical assistance programs to its PFIs, enhancing their capacity to deliver financial services to the MSME target group. To deliver its services, ACGF operates an Afghan subsidiary (SCSA). Total headcount of both entities exceeds 50 staff.

ACGF is looking for an experienced **Manager (f/m/d) for its Technical Assistance Department (TAD)**. The department currently comprises four TA analysts located in Cologne and is overseeing three additional SCSA staff located in Kabul. The Department has a successful track record in running remote working models in highly cross-cultural and distributed teams.

The **TAD** designs, procures and manages **all Technical Assistance (TA) activities** implemented by ACGF aimed at **improving access to finance for MSMEs**. For that purpose, it closely engages with ACGF PFIs to determine capacity building needs, document the technical support requirements and the respective advisory services needs. It runs international tenders for technical assistance and consultancy services, selects adequate service providers/consultants, and manages respective project implementation and service delivery. The TAD is responsible for managing significant seven-digit TA budgets provided by ACGF's donor partners.

**What You`ll do:**

- **Management of a team of 4** Cologne-based TA Analysts (direct reports) and 3 Kabul-based TA specialists (indirect reports)
- **Ensure TA budget implementation** in line with donor contract obligations and objectives
- **Constantly build and maintain a TA project pipeline** with future interventions to be developed in close cooperation with ACGF's PFIs and other local partners
- **Conduct and oversee needs assessments for TA projects** with ACGF's PFIs
- **Plan and design TA projects** with and for PFIs in line with ACGF's objectives and stakeholder's needs
- **Ensure adequacy of proposed technical support measures** in light of local needs and their prioritization, absorption capacity and additionality of proposed interventions
- **Coordinate and oversee procurement and contract management** for external consultants.
- **Management and monitoring of TA project delivery** by external consultants, ensuring applicable quality standards and all specific objectives are met.
- **Administration of TA projects**, incl. the structuring of agreements, drafting of internal project / approval documents etc.
- **Ensure close interaction and alignment with other departments** at ACGF (Operations Department in particular) as well as ACGFS's subsidiary in Kabul
- **Ensure procedural compliance of procurement activities** for TA projects
- Periodically **review and improve ACGF's TA processes and procedures**
- **Conduct and facilitate reporting** to donors and other stakeholders.
- **Support fundraising activities** and actively contribute to proposals for new TA programs

**Your profile:**

- **Masters` s degree** in a subject related to the field of Economics, Business Administration, or public policy (with a focus on banking/finance)
- **Project management experience in Development Cooperation** (5 years minimum): PM responsibility for designing project contents and requirements, setting and overseeing timelines, milestones and project deliverables, as well as establishing budgets and controlling expenditure progress
- **Experience in financial sector capacity building** (5 years minimum): Significant exposure to the objectives and strategic implementation of financial sector development and cooperation
- **Hands-on experience in conducting/executing capacity building measures:** Project execution responsibility in financial institutions in emerging markets (e.g. as external trainer, long-term consultant or a similar role) would be highly appreciated

- **Expatriate work experience** as expatriate professional, ideally in development cooperation or financial sector development projects would be highly appreciated
- **Having worked in Afghanistan or similar markets** in regional neighborhood, ideally in the financial sector would be of advantage
- **Good analytical and problem-solving skills** and ability to follow a **structured approach** in fulfilment of tasks
- **Dedication to detail and diligence** and ability to **handle multiple tasks** under time pressure
- **Fluency in English** (written and oral)
- Advanced knowledge of **MS Office software**

### What We Offer:

- A job in an **international and cross-cultural environment** offering **steep learning curves** and **close cooperation** with your team and senior management
- Opportunity to **contribute to a visible impact** on the lives of the Afghan population by support of Afghan MSME-entrepreneurs
- An environment supporting **autonomous and results-oriented work** with **short communication and decision-making processes**
- **Flexible working hours** and **remote working models**
- **Competitive compensation**
- **Further training** opportunities
- **Offices in the heart of Cologne and Berlin**
- **Free Deutschlandticket**
- **30 days of holiday** (plus Christmas Eve and New Year's Eve)
- Possibility to **work from abroad** up to 4 weeks per year
- **Relocation support** if required

### Interested?

We are looking forward to getting to know you. For more information about us, please visit our website at [www.acgf.de](http://www.acgf.de).

Your [application](#) should be accompanied by a **CV** and your **remuneration expectation**. Applications are reviewed on a rolling basis.

For any questions regarding this job announcement, please contact Martin Rohler (he/him, email: [m.rohler@acgf.de](mailto:m.rohler@acgf.de)) or Cynthia Walbaum (she/her, email: [c.walbaum@acgf.de](mailto:c.walbaum@acgf.de)).