



CREDIT SUPPORT AFGHANISTAN

## **SCSA - General Manager (GM)**

Organization: SME Client Support Afghanistan LLC (SCSA)  
Location: Kabul  
Job title: General Manager  
Nationality: Afghan  
Salary: Attractive salary  
Employment Type: Full-time  
Duration: 2 years with a prolongation option  
Opening date: 17.10.2024  
Closing Date: 31.10.2024

### **About SCSA**

**SME Client Support Afghanistan LLC (“SCSA”)** was established in 2015 as a **consulting and service company** based in Kabul. SCSA is fully owned by ACGF - Afghan Credit Guarantee Foundation (“ACGF”), a non-profit-foundation with legal incorporation in Cologne, Germany. ACGF is a credit guarantee fund with the mission to improve access to finance for Afghanistan’s micro, small and medium-sized enterprises (“MSMEs”) by sharing the credit risk of the Afghan partner financial institutions (“PIs”) and by improving their MSME lending capacity with technical assistance (“TA”). SCSA is further supporting ACGF in providing grants to Afghan MSMEs. ACGF has been founded in 2014 by KfW-DEG and by the German Ministry of Economic Cooperation and Development and is further supported by different international stakeholders.

Governed by a service contract concluded between ACGF and SCSA, SCSA provides a broad range of ancillary services in the context of ACGF’s operations. SCSA is not a financial institution, and it does not provide any financial services as it acts as a service provider to ACGF. At present stage SCSA has nearly 40 employees. The company is annually audited by a reputable Afghan audit firm.

### **Job Summary**

The General Manager (GM) is the legal representative of SCSA, responsible for managing the overall operations of SCSA in a professional manner that will help achieving the institutional goals and implementing the services under the contract with ACGF. This position requires considerable strategic planning and comprehensive coordination amongst and between SCSA departments. Further, a strong alignment and coordination with ACGF is needed. The GM ensures that SCSA is compliant with all legal, finance and tax rules as well as the rules set in Statutes Rules of Procedure. The SCSA team is essential for the success of SCSA ´s goals in supporting ACGF and the GM takes care for a well-managed and satisfied team.

We are looking for a dynamic, experienced, and professional personality with proven track-record of running an organization smoothly.

## **Job Responsibilities**

### **Overall Management:**

- Providing overall leadership and management of SCSA.
- Ensuring the achievement of annual targets and objectives set by ACGF and aligning efforts with the strategic direction provided by ACGF ´s Board of Directors (BoD).
- Taking care for proper functionality of all departments and ensuring full compliance of the organisation.
- Representing SCSA in Shareholder meetings and different official functions.

### **Financial Management:**

- Monitoring SCSA's financial management functions, including budgeting, taxation, financial planning, controlling financial reporting and analysis.
- Taking care for compliant banking activities, handling of SCSA ´s cash positions and liquidity plan.
- Ensuring compliance with financial regulations, accounting standards, and internal control procedures as well as with the SCSA procurement rules and regulations.
- Ensuring smooth production of annual financial statements and cost accounting reports and professional support of SCSA ´s external auditors.

### **Human Resources Management:**

- Developing and implementing HR policies, procedures, and systems that align with organizational objectives.
- Overseeing recruitment, selection, onboarding, and performance management processes.
- Fostering a positive work environment, employee engagement, and professional development opportunities.

### **Risk Management:**

- Further developing a robust risk management framework to identify, assess, and mitigate organizational risks in close coordination with SCSA Risk Officer.
- Monitoring and evaluating internal control systems to safeguard organizational assets and ensure compliance with legal and regulatory requirements.
- Coordinating with relevant departments to enhance risk awareness and implement risk mitigation strategies.

### **Compliance:**

- Taking care for the overall compliance of the organization regarding all rules and laws applicable to SCSA.

- Identifying issues like compliance concerns, risks, fraud, and data inaccuracies.
- Working with SCSA Compliance Officer to identify areas to conduct audits at SCSA level.
- Providing support to ACGF´s Compliance team and ensuring that local compliance tasks and responsibilities are aligned with ACGF Compliance.

### **Coordination and Communication:**

- Facilitating effective communication and coordination among different departments and teams within the organization.
- Regularly following up and communicating with external consultants and stakeholders.

### **Qualifications**

- A minimum of **ten years of relevant job experience** in **banking, consultancy, audit, accounting, risk management, compliance** or related areas
- A minimum of **five years of experience in a top managerial position**
- **Master’s degree** in a relevant area such as **banking and finance, economics, international relations, business management**, or a related field
- Fluent in spoken and written **English, Dari, and Pashto**
- Strong **interpersonal and communication skills**
- Proficiency in **Microsoft Office** applications

### **What we offer**

- **Competitive compensation**
- **Training** opportunities
- Contribution to a **visible impact in Afghanistan**
- An environment supporting **autonomous and results-oriented work** with **short communication and decision-making processes**
- **Daily lunch in office, transportation allowance and health cost support**

### **Application**

Please submit your application including a 1-page cover letter, CV and three references [here](#) until 31.10.2024.

Please mention **“Application for the position of “General Manager”** in the subject line of your cover letter.

Only shortlisted candidates will be contacted.