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APPROVED
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13/10/2022



October 13th, 2022

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JOB PROFILE

Job Title	Women's Enterprise Window Specialist
Reporting to	Head of Business
Location	Juba with some light travel to branches
Grade/ Position Type	Permanent
Direct Reports	-

Background

Kush Bank Plc, established in 2012, is a fully licensed commercial bank, capitalized per the Bank of South Sudan requirements. Since commencing operations, the Bank has become recognized as a trusted operator in the financial services sector and a stable partner to clients. We provide innovative and timely solutions to meet the unique requirements of organizations operating within South Sudan.

The Bank's mission is to offer a complete financial solution to partners through quality products and services, profitable financing solutions, innovative technology, and a knowledgeable, responsive team.

In the current bank strategy, the envisioned success, expansion, and growth require multifaceted Specialist to support the strategic goals of advancing women's financial inclusion in South Sudan

Summary:

Kush Bank is seeking an innovative, energetic, and multifaceted Specialist to support the strategic goals of advancing women's financial inclusion in South Sudan. The Specialist will support the development and implementation of financial solution designs including ideation, prototyping, and user testing. The individual will play a key role in building this banking solution for women and working on women's financial inclusion projects within the bank

The Role/ Responsibilities

Overall, the incumbent will be responsible for developing, adjusting, and implementing the Women's Enterprise Window (WEW) at Kush Bank with specific attention to partner engagements, project execution, and providing advisory services to enable partners to effectively reach and serve low-income women with relevant financial services and products. This will further include developing and communicating recommendations for rollout to scale the impact of the gender-specific products

The successful candidate will work on multiple engagements concurrently and with colleagues across various functions within; initially, the role holder will work with the existing sales team members at all branches and play an active role in all aspects of partner engagement, with a focus on designing effective and commercially viable products for female customers, and women and youth groups.

Summary of Key Performance Areas

- Initiate and oversee the design and development of a customer-centered Women's Enterprise Window at Kush Bank - from customer research to ideation, solutions development, prototyping, a workshop for partners to drive impact and scale
- Play an active role in technical and field work to execute WEW activities, which includes supporting customer research, gathering and analyzing client-partner background information, direct engagement with target segments to gather feedback, gathering market intelligence on current market trends, project implementation monitoring and synthesizing key learnings to enhance current and future products and services
- Engage in strategic and creative problem-solving for female-related relationship banking;
- Develop deliverables, monitoring, and presentations for the WEW;
- Develop a strong understanding of the context of financial inclusion in South Sudan and, combined with own experience and perspectives to provide support in developing solutions that can increase women's financial inclusivity and
- Increase the percentage of women-owned and managed bank accounts in Kush Bank
- Fully integrate into the Advisory Services team to benefit the female customers operating accounts and other bank products through the WEW;
- Build a strong working relationship across functional teams;

Required Qualifications:

Undergraduate degree in Business Management, Behavioral Science, Psychology, Finance, Economics, Women and/ or Development Studies, or related fields

- 2 – 3 years of work experience in Fintech/ digital financial services, banking or financial services, preferably in product/ strategy/ user experience/ business design and development for financial services;
- 2-3 years' experience in the women empowerment and/ or community development environment;
- Demonstrated skills in facilitating stakeholder sessions and managing multiple stakeholders
- Strong analytical skills
- Excellent verbal, written, and presentation skills;
- Demonstrated strong project management skills;
- Demonstrated ability to manage responsibility with integrity and tact;
- Demonstrated ability to work independently, and ability to work with remote teams;
- Willingness to learn and show adaptability, as well as reliable ad efficient team player;
- Willingness to travel extensively within South Sudan
- Proficiency in using MS Office tools, especially Word, Excel, and PowerPoint;
- Fluency in English is a must. Fluency in Arabic and other local languages will be a great added advantage;

Preferred Qualifications:

- Experience working with low-income populations in emerging markets and/ or experience with women's economic and empowerment issues;
- Experience in savings, credit, insurance and digital financial services will be an added advantage;



- Demonstrated skills in human-centered design and/or behavioral design, as well as facilitating design ideation, prototyping, and user testing sessions;
- Fieldwork and research experience
- Track record of superior creativity and problem-solving abilities;
- Demonstrated ability to execute and successfully achieve objectives in a dynamic, fast-paced environment with aggressive timelines;
- International work experience

Competencies & Abilities

We are seeking to their someone who:

- Is passionate about the financial inclusivity for women and youth
- Understands what it takes to reach financially disenfranchised women where they live, work, and eke out their livelihood
- Has working experience in financial services, preferably focusing on financial inclusion in emerging markets and rural communities
- Can strategize, design, and employ approaches and methodologies, such as human-centered and behavioral science to develop solutions that represent and have an impact on the needs and voices of female and youth customers.
- Has a can-do attitude and mindset for teamwork and venturing into new/ unchartered business spaces
- Devise and implement measurable initiatives to ensure project progress.
- Can manage projects and multiple stakeholders

This position is open to qualified South Sudanese candidates exclusively. If you have the above-required competencies, please send your CV, copies of Academic Documents, and an engaging letter by November 1st , 2022, through info@kushbankss.com or hand-deliver your application to Kush bank KonyoKonyo Office, Opposite Juba City Council.

Due to the urgency of filling this position, applications will be reviewed as they come, and only shortlisted applications will be contacted.

