



VACANCY ANNOUNCEMENT

The African Peer Review Mechanism (APRM) is a unique and innovative programme of the New Partnership for Africa's development. It is an instrument voluntarily acceded to by member states of the African Union as an African-based monitoring mechanism. The primary purpose of the APRM is to foster the adoption of policies, standards and practices that lead to human security and political stability, high economic growth, sustainable development, and accelerated sub-regional and continental economic integration.

In seeking to achieve its objectives, the African Peer Review Mechanism intends to strengthen its capacity to deliver, by amongst others, the implementation of its organization structure and the filling of all vacant posts.

The offices of the APRM Secretariat are located in Midrand, Johannesburg, South Africa

The African Peer Review Mechanism invites applicants who are citizens of African Union Member States for the post of **APRM-AU Rating Agency Researcher (P3)**.

A. Post

Job Title: APRM-AU Rating Agency Researcher.

Position Level: P3

Duty Station: APRM Secretariat, Midrand,
Johannesburg, South Africa

Supervisor: APRM Chief Economist

A. KEY PERFORMANCE AREAS

Under the supervision of the CEO of the African Peer Review Mechanism or his/her delegate, the Liaison Officer's overall responsibility will be to assist APRM Senior Management in implementing the Decision of the African Union Assembly taken in January 2017 in Addis Ababa, expanding the mandate of the APRM to track the implementation of the key governance area including Agenda 2063 and Agenda 2030.

B. Scope of work and time frame

The mission of the Rating Agency Researcher is to perform credit assessments of APRM Member States, manage their credit exposures (clients, treasury and other counterparties) and contribute to the sound application and continuous review of the credit risk management framework of the countries. Prepare the countries to receive the Rating Agency assessment team

Specifically, the incumbent will:

- i. Provide guidance to more junior staff in the execution of credit risk processes;
- ii. Closely follow and anticipate developments/trends in the assigned portfolio/sector;
- iii. Be responsible to maintain compliance with limits for counterparts, sectors, and type of transactions;
- iv. Coordinate with other teams (Legal, Commercial, Product Management) and recommend solutions/Credit structures in line with counterparty/country/industry profile and Euroclear Bank Risk appetite;
- v. Analyse, and recommend limits and support product development initiatives from a performance and risk management perspective;
- vi. Contribute to developing and improving procedures, support and control systems, methodologies and working tools;
- vii. Pro-actively advise and recommend on complex credit issues, and related policy initiatives in relation to Euroclear Bank's Credit risk management

C. Required Qualifications and Experience

Education:

- i. Minimum University degree in economics, finance or related fields
- ii. Recognised financial certifications (e.g. CFA, FRM) would be a good asset;
- iii. Strong knowledge of capital markets, financial instruments, and financial institutions;
- iv. Experience in understanding and negotiating legal documentation from a credit risk point of view
- v. Fundamental knowledge of relevant financial regulation;
- vi. A good understanding of Euroclear products, its clients, markets and how they interact would be an asset.

Experience:

- i. Between 5 and 10 years of relevant professional experience in credit risk management or equivalent function(s) with direct experience in credit decision making;
- ii. Extensive experience with providing an independent credit opinion based on Foundation IRB model predominantly on financial institutions;
- iii. Good knowledge of rating agencies' rating criteria and methodologies and key credit risk metrics

Other relevant skills:

- i. Strong knowledge of capital markets, financial instruments, and financial institutions;
- ii. Experience in understanding and negotiating legal documentation from a credit risk point of view
- iii. Fundamental knowledge of relevant financial regulation;
- iv. A good understanding of Euroclear products, its clients, markets and how they interact would be an asset.
- v. Ability to influence, persuade and negotiate with internal and external stakeholders from a credit risk viewpoint

- vi. Extensive experience with third party interaction at a senior level and predominantly in a credit due diligence format;
- vii. People management and coaching skills acquired in previous positions;
- viii. Strong command of English (read, spoken and written); knowledge of additional language(s) is an asset
- ix. Able to adapt to differences and changes in the environment;
- x. Ability to work cooperatively as part of a team, with peers across the organisation from different academic, cultural and religious backgrounds;
- xi. Rigorous, responsible & reliable with a commitment to a timely and high-quality delivery;

D. Language requirement: Excellent English or French (spoken and written) and fluency in any other AU language would be an added advantage.

E. Tenure of Appointment: The appointment will be made on an AU short term contract for a period of Two (2) years, of which the first twelve (12) months will be considered as a probationary period.

F. Gender Mainstreaming: The African Peer Review Mechanism is an equal opportunity employer and qualified female candidates are strongly encouraged to apply.

G. Application: To apply, please submit the following:

- i. A motivation letter stating reasons for seeking employment with the African Peer Review Mechanism.
- ii. A detailed and updated curriculum vitae (CV), not exceeding five (5) pages and indicating your nationality, age and gender.
- iii. Three (3) referees with good knowledge of the candidate's work, furnishing full contact details, telephone, fax and e-mail addresses.
- iv. Certified copies of degrees and diplomas.

H. CONFIDENTIALITY AND PROPRIETARY INTERESTS

The Legal Officer shall not either during the term or after termination of the assignment, disclose any proprietary or confidential information related to the service without prior written consent. Proprietary interests on all materials and documents prepared by the Legal Officer under the assignment shall become and remain properties of the APRM.

I. Remuneration: Indicative basic salary of **US\$35,300.00** per annum plus other entitlements e.g. Post Adjustment (57% of basic salary), Housing allowance (\$21,196.80 per annum) in conformity with the rules and procedures applicable to internationally recruited staff of the African Union.

J. Applications must be received not later than **Monday, 12 January 2018** and should be addressed to:

Applications must be sent to: recruitment@aprm-au.org, quoting the job title "**APRM-AU Rating Agency Researcher**" on the email subject line. Contact person: Nomfanelo Mhambi Tel: **+27 11 256 3452**