

## LEAD, DFS POLICY & INFRASTRUCTURE DEVELOPMENT

### About the Organisation

Established in 2004, the Financial Sector Deepening Tanzania (FSDT) is a donor-funded financial sector market facilitator that aims to achieve poverty reduction through a transformative financial sector that offers inclusive and sustainable financial solutions to improve the livelihood, wellbeing, and empowerment of underserved Tanzanians. FSDT’s work is guided by the Market Systems Development (MSD) approach, which aims to develop market systems that benefit the poor, offering them capacities and opportunities to improve their lives.

Currently, our main target markets are women and youth, who have been identified as the most financially excluded market segments in the country. FSDT is dedicated to supporting the financial sector in delivering inclusive, quality financial solutions that meet the financial needs of women and youth.

Through FSDT facilitation, we hope to achieve the following changes in the market:

- Improved policies, legal and regulatory frameworks that promote gender equality, as well as economic and financial opportunities for women and youth;
- Improved availability of relevant financial sector infrastructures that will equip the financial sector players and other stakeholders with the ability to meet the needs and aspirations of women and youth.
- Financial service providers developing and scaling innovative and responsive financial solutions/tools for women and youth to promote equality, empowerment, and wellbeing;
- Improved confidence and capability of women and youth to demand and use financial solutions.

### The Opportunity

FSDT is seeking applications for the position of **Lead, DFS Policy & Infrastructure Development**:

JOB TITLE	Lead, DFS Policy & Infrastructure Development	
DEPARTMENT	Programs	
REPORTING	Reports directly to	Chief Programmes Officer

### About the Job

The Lead, DFS Policy & Infrastructure Development will act as FSDT’s leading expert on best practices in Digital Finance Policy and infrastructure development and on how Tanzania’s financial markets may be supported through the provision of accurate and relevant market information. S/he will proactively drive policy review and formulation with the government; Keep abreast of global Digital Finance policies, engage the private sector on product development, policy regulatory formulation review and development of digital public infrastructure for provision of affordable & fit for purpose digital finance services.

## Key Responsibilities

<b>KRA 1: Policy – Digital Finance &amp; Infrastructure Development</b>
Facilitate effective dialogue between government, regulators, financial service providers and consumer representatives through policy advocacy, workshops, and other related means:
Understand how the political economies of Tanzania and East Africa impact the digital financial services agenda and ensure these insights contribute to regulatory analysis.
Engage private sector practitioners to understand digital finance business models and identify potential legal and regulatory constraints.
Build and maintain key relationships with regional and international partners, including central banks, MNOs, FinTechs and Funders to ensure their support and collaboration in regulations, product development and investments.
Develop and articulate FSDT’s value contribution to key policy and regulatory changes in the country.
Track FSDT’s contribution to policy and regulatory change to measure the impact of our technical assistance and capacity building.
Work with SME Policy, Private Sector, Gender and Youth Leads to mainstream digital financial services and advise on policy and regulatory strategies to inform their activity implementation.

<b>KRA 2: Thought Leadership &amp; Strategy - Digital Finance &amp; Infrastructure Development</b>
Act as a thought leader in Digital Innovation and Digital Ecosystem Development; developing innovative strategies for transforming Tanzania's finance sector, and supporting the development of inclusive and sustainable financial solutions that improve livelihoods, wellbeing, resilience and empowerment of Tanzanian women and youth:
Lead the comprehensive analysis of Tanzania's markets from a Digital Finance & Infrastructure Development perspective to develop a profound understanding of the ecosystems FSDT is seeking to develop (including supply, demand and enabling environment):
Liaise with the Head of Research to commission relevant and insightful research studies, including support for any research required to contribute to the ecosystem assessment.
Contribute substantively to the development of a whole country strategy and a balanced portfolio of projects, staying true to market system development principles.
Develop FSDT's strategy for market interventions in the Digital Finance & Infrastructure Development space; ensuring that a logical theory of change is developed and kept updated:
<ul style="list-style-type: none"> <li>o Identify ways in which digital innovation and digital infrastructure development might leverage beneficial change / overcome market constraints (in supply, demand and enabling environment).</li> </ul>
<ul style="list-style-type: none"> <li>o Conceptualise potential interventions by developing logical Theories of Change and Results Chains.</li> </ul>
<ul style="list-style-type: none"> <li>o Develop strategies for addressing gaps where FSDT will not develop interventions (e.g. by catalysing others to develop interventions or earmarking interventions for future projects).</li> </ul>
<ul style="list-style-type: none"> <li>o In collaboration with the MRM Manager, devise and manage an effective monitoring framework that will yield important insights into what does or does not work for poor people and how to drive beneficial systemic change.</li> </ul>

**KRA 3: Intervention Design - Digital Finance & Infrastructure Development**

Lead the review and continuous development of the Digital Finance & Infrastructure Development project pipeline to ensure utilization of funds and achievement of output, outcome, and impact targets; ensure a potentially high impact portfolio of interventions are submitted to, and approved by the Investment Committee:

As coordinated by the CPO, lead and participate in Intervention Teams to design interventions:

- o Confirm or develop the strategy for attracting potentially impactful implementing partners (IPs).
- o Identify a variety of instruments that potentially stimulate inclusive financial markets development, principally where these are likely to promote targeted real sector benefits.
- o Present concept notes and Project Appraisal Reports (PARs) to the Board &/or Investment Committees - depending on level of funding being sought.

Once an intervention is approved, drive the onboarding of IPs, support through capacity assessment and the development of project proposals that comply with BIC standards.

Liaise with the designated Project Accountant to ensure that due diligence and contracting processes are carried out efficiently, and that partners are provided with a quality briefing concerning FSDT's procedures for project / grant management.

Develop detailed implementation plan, budgets and cash-flow forecasts that will, achieve fund utilisation targets, ensure project success, and address capacity gaps of partners.

**KRA 4: Advocacy, Communications & Relationship Building - Digital Finance & Infrastructure Development**

Clarify the ways in which achievement of FSD Tanzania's objectives depends upon influencing the mindset or behaviour of others (e.g. Implementing Partners, policymakers, end-users & other stakeholders); lead the development, and implementation of an innovative Communications & Influencing plan for digital innovation and digital infrastructure development:

Build on the ecosystem analysis and stakeholder mapping to set clear goals for stakeholder mindset or behaviour change; work collaboratively with the Communications Manager to convert this understanding into a concrete action plan.

Build relationships with key actors; ensure the development and implementation of influencing strategies and interventions that drive mindset change and widespread uptake of pro-poor and pro-development financial practices.

Provide strategic inputs and engage with policy-level work involving Government of Tanzania, development partners, private sector entities and others (notably taking responsibility for feeding experience from field-level work into higher-level policy debates).

Contribute to the implementation of the Communication Strategy (e.g. by developing content for written materials/website, participating in campaigns etc.).

Contribute to the development of annual and quarterly reports/newsletters and knowledge management materials.

**KRA 5: Ensuring Impactful Implementation – All**

Lead the delivery of a portfolio of interventions so that results are achieved, risks are managed and quality projects are delivered; ensuring that learning from projects is fully utilised to maximise impact and innovation:

Manage and coordinate the entire program of reviews, visits, and research as necessary to adaptively manage the performance of projects and achieve targeted outcomes and impact.

Provide technical advice and support to IPs so that they are equipped to contribute effectively towards financial markets development, inclusiveness, and job creation.

Collaborate closely with the MRM team to ensure collection of data, analysis of results and identification of opportunities for improvement in a blame-free spirit of academic enquiry:

- o If desired results have been achieved, initiate strategies for widespread awareness-raising.

- o If desired results have not been achieved, either manage performance of the implementation team teams (both FSDT's and the IP's), or take corrective measures such as adjusting the strategy/approach.
- o Periodically review theories of change, revising as appropriate.

**KRA 6: Risk and Resource Management - Digital Finance & Infrastructure Development**

- Secure, manage and safeguard programme resources; ensuring that each intervention achieves optimal financial efficiency, value for money, and impact, all the while ensuring compliance with FSD Tanzania and donor policies:
- Support Board and CEO initiatives to develop FSD Tanzania's funding base; personally contribute by building relationships with potential and current investors.
- Prepare programme/project budgets that are as accurate as possible and sufficiently detailed to support financial analysis; follow FSDT's procedures to manage project finances effectively and achieve value-for-money targets.
- Liaise with the Grants & Project Finance Manager to support the processes associated with sub-granting; liaise with Implementing Partners to ensure their compliance with FSDT's financial procedures and FSDT's funders' accountability requirements.
- Liaise with the HR & Corporate Services Manager to support the processes associated with procurement of the goods and services that are required for each intervention being managed; ensure compliance with relevant policies and procedures.
- Manage the risks associated with all Digital Finance & Infrastructure Development activities; ensuring that a comprehensive understanding of risks has been developed and that strategies are in place and implemented for effective risk management:
- o Ensure that key policies e.g. Safeguarding, VfM and Gender are fully understood and implemented by all Staff, Consultants, and Implementing Partners.
  - o Participate in the development and implementation of both internal and external audit plans; lead the implementation of corrective actions arising, and create a culture of continuous improvement.

**KRA 6: Leadership & Empowerment of the Team – All**

- Lead the teams of staff and consultants deployed to each intervention in a manner that empowers them to contribute effectively towards achievement of FSD Tanzania's strategy:
- Ensure that each intervention is resourced with the necessary talent through a combination of recruitment and management of staff and procurement of consultants.
- Lead and manage each team towards high standards of performance through clear roles and responsibilities and provision of appropriate support; proactively address performance issues through timely constructive feedback, coaching and appropriate corrective action.
- Ensure the utilisation of a leadership style that will drive employee engagement and keep the team motivated to achieve results.
- Ensure development of an inclusive environment; implement policies and ways-of-working that provide for diversity and equal opportunities.

## Role Requirements

**Specifications for the Role**

- Qualifications:**
- Minimum of bachelor's degree in a relevant field.
- Additional professional qualification and relevant accreditations are an advantage.
- Certification in Project Management (e.g., PMP/ PRINCE2) preferred.

<b>Relevant Experience:</b>
Minimum 8 years working experience, including at a senior level, in DFS and market infrastructure environment (e.g. a mobile network operator, financial service provider with DFS focus, a fintech, or DevCap institution).
Experience of business leadership, resulting in an ability to empathise with, and provide experience-based advice to Implementing Partners.
Evidence of past success in driving digital innovation or digital infrastructure development.
Track record of effective management of complex multi-stakeholder projects; ability to manage budgets in the \$2 million range.
Track record of managing relationships and influencing key stakeholders at a national level and across Cultures.
Familiarity with major players in financial sector development in Tanzania (desired).
<b>Critical Technical Skills &amp; Knowledge:</b>
Good general knowledge of financial management practice and high ethical & financial standards for managing funds.
Clear understanding of how digital finance and infrastructure development can contribute towards improved livelihoods, wellbeing, resilience and empowerment of Tanzanian women and youth.
Deep and extensive technical knowledge in relevant fields (Digital Finance and Products, Digital Technologies and Applications, Process Mapping & Analytics, Digital Infrastructure & Payments etc.).
Knowledge of global regulation in financial markets, specifically in DFS and market infrastructure. ability to understand the financial policy, laws, and regulations in Tanzania.
Understanding of monitoring and results management concepts and processes; track record of using learning to drive innovation.
Very good written and spoken English and (ideally) Swahili.
<b>Behavioural Competencies or Character:</b>
Has a strong sense of engagement that leads to self-starting, taking initiative and acting decisively.
Generates value-adding innovation through continuous improvement, idea generation and creativity.
Thinks clearly and intentionally, analysing information objectively, understanding issues, solving problems, and forming expert opinion.
Is strongly motivated to achieve goals and act with accountability to deliver quality results
Initiates and maintains positive relationships with others; discerning and appreciating the values, concerns, or feelings of others.
Deliberately adjusts behaviour in order to address the feelings, needs or concerns of others. communicates clearly, confidently, and appropriately to influence others.
Possesses the personal resourcefulness to deal with difficult situations, adapt to change, and facilitate the Development of self and others.

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**Application Deadline: 15<sup>th</sup> January 2023**

**How to Apply:**

Please submit your application via email to [vacancy@fsdt.or.tz](mailto:vacancy@fsdt.or.tz)

Only short-listed candidates will be contacted.

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***FSDT provides equal employment opportunities (EEO) to all employees and applicants for employment.***