



# Position Specification

## **African Export-Import Bank**

CEO – African Trade Transformation Fund,  
the Concessional Finance Window

## Our Client

African Export-Import Bank (Afreximbank) is a Pan-African multilateral financial institution mandated to finance and promote intra- and extra-African trade. For 31 years, the Bank has been deploying innovative structures to deliver financing solutions that support the transformation of the structure of Africa's trade, accelerating industrialisation and intra-regional trade, thereby boosting economic expansion in Africa.

## African Trade Transformation Fund

In pursuit of its vision of transforming African trade, the Bank has – on the mandate and as an agent of its shareholders, through a Resolution they passed in Accra, Ghana, in June 2023 – created the African Trade Transformation Fund (ATT FUND) to implement a Concessional Finance Window that will complement the offerings of Afreximbank. ATT FUND has been established as a Trust Fund (The Trust Fund).

ATT FUND is a strategic initiative designed to mitigate market challenges that impede trade, accelerate growth and prosperity, and address Africa's urgent funding gap of \$1.6 trillion needed to achieve the Sustainable Development Goals (SDGs). It is positioned as a long-term solution to stimulate economic growth by financing projects that address critical sectors, thus catalysing sustainable economic and social progress across Africa and Caribbean.

ATT FUND focuses on two primary themes that leverage Afreximbank's strengths: trade-enabling infrastructure, crisis preparedness and response, and SME finance. These areas are chosen to enhance Africa's trade capabilities and support economic diversification, which are crucial for the continent's industrialisation and sustainable development.

Building on Afreximbank's comparative advantage and track record, ATT FUND will focus on three themes directly linked to trade:

- 1. Trade-enabling infrastructure:** Fund pivotal trade infrastructure projects, both physical and intangibles, enabling trade and exports. It is the foundation of intra-African trade and integration, a catalyst for industrialisation, and key to fulfilling the AfCFTA's objectives.
- 2. Crisis Preparedness & Response:** Finance transformative long-term resilience projects and emergencies especially in low-income climate-disaster and heavy disease burden countries, thereby saving lives and livelihoods and averting disruptions of socio-economic activity and trade.
- 3. SME finance:** Unlock financing that allows SMEs to engage in cross-border trade, empowering youth, driving employment, and advancing industrialisation and export development, strengthening the backbone of African economies.

ATT FUND is positioned as a long-term solution to stimulate economic growth by financing projects that address critical sectors, thus catalysing sustainable economic and social progress across Africa.

## The Role

Reporting to a Board of Trustees, the CEO will be responsible for the overall strategic and operational leadership of the ATT FUND. The position holder will manage the ATT FUND for the purposes of receiving, holding and disbursing funds offered by contributors in accordance with the rules and regulations of the Trust Fund as well as that of the terms of the contributor agreements. The position holder will work closely with the Board of Trustees and Afreximbank in administering the concessional and blended finance interventions. The position holder will also lead resource mobilisation, stakeholder engagements, reporting and dissemination of information including trade and development impact results of the Trust Fund, amongst others.

The CEO will play a major pioneering role in leading the full legal, organisational and physical establishment of ATT FUND, the establishment of critical systems, policies and procedures, supporting branding and building the trust and confidence of its key stakeholders in Africa and globally.

The CEO's specific responsibilities include:

- a) Physically establish the Trust Fund. This will include leading the introduction of systems, policies and procedures as well as the necessary roadmap for actual operationalisation and promotion of the Fund.
- b) Plan and set-up the annual and strategic goals of the ATT FUND and ensure the attainment of annual and strategic targets of the ATT FUND.
- c) Hire and discharge staff of the organisation.
- d) Stakeholder engagement and being seen as the face of the institution.
- e) Identify and establish appropriate operational procedures and technologies.
- f) Have direct responsibility for funds mobilisation as well as in effective and efficient management of contributed funds pending disbursement to beneficiaries.
- g) Ensure effective risk management processes and procedures are in place to ensure achievement of the ATT FUND's operational, development and other strategic objectives.
- h) Ensure well defined approach and best practices are in place for effective deployment of concessional funds across critical sectors, member countries and themes.
- i) Manage institutional relationships with Contributing Partners and other stakeholders, ensuring that obligations to contributors to manage their funds are fully met.
- j) Provide guidance to the relevant Afreximbank departments on ATT FUND processes and requirements, including monitoring of concessional and blended finance support provided on projects.
- k) Work closely and collaboratively with relevant product and origination teams in Afreximbank, oversee structuring and deployment of concessional and blended finance interventions to derisk and rebalance risk-return profiles of eligible transactions/project while optimising trade and development impact.
- l) Work closely with relevant Bank departments to compile progress reports on use of proceeds and development impact reporting for distribution to the Board of Trustees and Contributors, and prepare the ATT FUND annual report.
- m) Ensure consistency and seamless approach and best practices in the deployment of concessional funds, management and reporting of portfolio of assets/projects supported with concessional and blended funds across sources, sectors, countries, and themes.
- n) Review and provide constructive challenge to concessional funding requests/proposals from clients and business origination departments to ensure compliance with operational policy guidelines of the ATT FUND, justifiable economic assumptions, strategic fit and trade and development impact.
- o) Ensure that appropriate compliance including AML, Anti-Bribery & Corruption and other governance and regulatory policies and procedures of ATT FUND are in place and strictly adhered to. Actively work closely with Afreximbank Group Compliance to implement appropriate compliance strategy and safeguard the maintenance of effective control environment to promote a culture of compliance within ATT FUND.

## Key Interactions

### Internal Stakeholders

- Board of Directors/ Board of Trustees
- Executive Team
- Division/Department / Unit Heads
- Employees across various Divisions / Departments / Units
- Subsidiaries and entities within Afreximbank Group

### External Stakeholders

- Members of the Alliance of African Multilateral Finance Institutions (AAMFI)
- Contributing Partners
- Regulatory Bodies
- Development Finance Institutions (DFIs)
- External Donor Agencies, Philanthropies
- Industry Partners
- Government Agencies & Policy Makers in Member Countries
- Suppliers and vendors
- Other relevant external stakeholders

## Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

### Minimum Qualifications

- Master's degree in Finance, Banking, Economics, Management, Law, Engineering, Sciences or a related field from a good university. A professional qualification in Finance, Banking, Accounting, Law Engineering, or related disciplines may be accepted in lieu of the Master's degree.

### Skills & Experience

- Proven track record of successfully leading resource mobilisation, deal structuring, portfolio management within a concessional and blended finance context.
- Familiarity with functions and operating modalities of concessional finance windows of development finance institutions.
- A minimum of 15 years of relevant leadership and professional experience in African economies and other developing markets, providing concessional, development finance and/or related finance.
- Proven experience and clear understanding of the nature of managing fiduciary responsibilities for Trust funds, Afreximbank mandate and its strategic direction of transforming African trade.
- Thorough knowledge of Africa's trade and development issues, and the potential role of concessional financing in supporting economic and trade activities.
- Demonstrated experience in engaging senior officials of sovereign and private contributors including foundations and philanthropies, corporates, and development and multilateral entities to source and leverage resources for concessional programs.
- Excellent verbal and written communication skills in English. Knowledge of French, Arabic and/or Portuguese can be an added advantage
- Willingness to travel extensively and to work long hours where required to achieve set objectives.
- Demonstrated leadership capabilities, including ability to build and nurture relationships with internal and external counterparties to attain goals.
- Demonstrated experience in establishing greenfield institutions of wide impact.
- Proven experience in developing and using innovative tools to solve trade and development problems.
- Proven experience in and knowledge of multilateral financial institutions, especially those that confer preferred creditor status.
- Thorough understanding of Africa's financial architecture and experience in dealing with members of the Alliance of African Multilateral Finance Institutions (the "Africa Club").
- Knowledge and understanding of concessional financing programmes offered by MDBs, foundations, sovereign donors and other development agencies especially those with focus on Africa and other developing economies.
- Ability to communicate and function in a culturally diverse and change oriented setting including knowledge of the workings of the main segments of the African project and export finance markets including risk mitigation markets.
- Constructive deal team leadership and strong teamwork approach.

### Competencies

#### Proficiency

- Demonstrated ability to develop and execute strategic business plans in a complex, multi-national environment.
- In-depth understanding concessional finance, risk management, and financial governance.
- Ability to lead a diverse team, inspire collaboration, and drive operational excellence.
- Expertise in negotiation, sales, and building strategic partnerships.
- Strong financial acumen with experience managing budgets, financial reporting, and treasury functions.
- Solid understanding of regulatory requirements Financial management across Africa and globally.

## Leadership Skills

- Visionary leadership with a focus on innovation and driving results.
- Proven ability to mentor, coach, and develop teams.
- Excellent decision-making and problem-solving skills, with a focus on long-term business sustainability.
- Ability to build and maintain relationships at senior levels, both internally and externally.

## Interpersonal Skills

- Strong communication and presentation skills, with fluency in English (French, Arabic, and/or Portuguese is an advantage).
- Ability to engage and influence stakeholders at various levels, from board members to government officials.
- A culturally sensitive approach to leadership, with experience working across multiple countries and regions.

## Problem Solving & Business Impact

- Solves non-routine and occasionally complex problems based on sound critical analysis, technical knowledge and prior experience.
- Acts with flexibility as an escalation point for managerial and technical issues encountered direct reports.
- Demonstrated ability to solve complex problems using critical analysis and prior experience in concessional finance and financial services.
- Impact-focused leadership, driving ATT FUND's contribution to Africa.

## Supporting ATT FUND Mandate

- Has a solid understanding of ATT FUND's mandate and how deployment of its tools and instruments contributes to Africa's transformation.
- Has a good knowledge of Global Africa's political, economic and trade landscape and is able to offer well informed opinions on the subject internally and to external counterparts.
- Identifies practical ways in which ATT FUND's values and mission can be cascaded to junior colleagues and external parties.

## Behavioural Competencies

- Commitment to Africa and supporting the empowerment of Africans
- Uncompromising integrity
- Passion for Learning and Drive
- Teamwork
- Trust and Respect for the Individual
- Innovation, Excellence and Flexibility
- Professionalism and Responsiveness

## Other Information

### **Location**

The position will be based in Cairo, Egypt at Afreximbank Headquarters or any other location as may be determined.

### **Grade**

G7-A

P2412-048L

## How to Apply

The recruitment process is being undertaken by Russell Reynolds Associates (RRA) on behalf of Afreximbank. The closing date for applications is **no later than 23:59 on Monday, 1<sup>st</sup> September 2025**.

Please send the following information to [responses@russellreynolds.com](mailto:responses@russellreynolds.com):

- Your CV, with educational and professional qualifications and full employment history, including an explanation of any gaps in your employment history, and details where possible of budgets and numbers of people;
- A short covering statement of no more than two A4 sized pages (1000 words) explaining why this appointment interests you and how you can evidence your suitability for the role, with particular reference to the criteria in the 'Candidate Profile' section.

## Contact

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