



# Position Specification

**SIFEM**

Board Members / Chair

## Our Client

SIFEM AG (Swiss Investment Fund for Emerging Markets, [www.sifem.ch](http://www.sifem.ch)) is the Swiss Development Finance Institution. It provides financing to small- and medium-sized enterprises, as well as fast-growing companies in developing countries and emerging economies. Through these efforts, SIFEM contributes to creating employment opportunities and alleviate poverty. SIFEM is a private limited company (AG) fully owned by the Confederation and has a balance sheet of CHF 780 million. The Board of Directors, as the governing body of SIFEM, is responsible for implementing the strategic objectives and reporting to the parliamentary oversight bodies. Furthermore, the Board is responsible for the selection and supervision of the operational partners executing SIFEM's operational tasks.

## The Role

As of 1 June 2026, SIFEM is seeking committed and persuasive leaders as

### Members of the Board of Directors

Workload of 20-30%

### Chair of the Board of Directors

Workload of 30%

#### Responsibilities of the members of the Board:

- Help shape the positioning, further development, and service offering of SIFEM within the framework of the Federal Council's strategic objectives.
- As a possible member of the Investment Committee, examine, approve, and monitor investments that are operationally prepared and implemented by the portfolio manager.
- As a possible member of the Audit Committee, ensure the assessment of portfolio performance as well as the audit of financial statements and risk management.
- As a possible member of the Performance and Impact Committee, assess the corporate governance and impact of the portfolio.
- Contribute to the debate on the economic and social impact of private investments.
- Collaborate with operational partners and the relevant administrative offices.

#### Additional responsibilities for the Chair:

- Lead the Board of Directors.
- Serve as the primary contact for the State Secretariat for Economic Affairs (SECO) as the supervisory authority.
- Ensure thorough reporting to the owner, parliament, and other stakeholders, as well as representing SIFEM internally and externally.
- Ensure optimal cooperation with the executive management.

## Candidate Profile

### Requirements for Members of the Board:

- Integrative, open, and credible personality with decisiveness and assertiveness.
- Strong communication skills.
- Competence and experience in the strategic management of financial intermediaries.
- In-depth knowledge and experience in the financial market with venture capital investments, loans, and other financing instruments, particularly for SMEs in developing and emerging countries.
- Understanding of the international debate on impact investing and the ability to actively contribute.
- Familiarity with the functioning and risks of private equity and debt.
- Very good oral and written English skills as well as at least one official language (German, French, or Italian).
- Knowledge of additional official languages is desirable.

### Additional requirements for the Chair:

- Good knowledge of the federal administration and parliament as well as Swiss development policy and aid organizations.
- Knowledge of international and/or bilateral development finance institutions.
- Good understanding of financial markets and private investors with regard to the mobilization of private capital.
- Convincing presence, experience in leading committees and as a board member, strong communication skills, and initiative.
- Competence to lead SIFEM through the upcoming organizational development.
- Very good passive knowledge of German (ability to understand spoken and written German).
- Residence in Switzerland.

## How to apply

Please send your written application, including a letter of motivation, by 10<sup>th</sup> October 2025 at the latest, with the reference "Chair SIFEM AG" or "Board SIFEM AG" to Russell Reynolds Associates, [responses@russellreynolds.com](mailto:responses@russellreynolds.com).