



DEVELOPMENT FINANCE MANAGER

ADVERT

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The Lesotho National Development Corporation (LNDC) was established by an Act of Parliament as a parastatal. The LNDC Act No. 20 of 1967, as amended by LNDC Act No. 13 of 1990 and LNDC Act No. 7 of 2000, mandates the Corporation to: “initiate, promote and facilitate the development of manufacturing and processing industries, mining and commerce in a manner calculated to raise the level of income and employment in Lesotho. The LNDC invites applications from suitably qualified and experienced candidates for the position of **Development Finance Manager (Paterson Grade D3)**.

PURPOSE

To implement development finance instruments and programs that support access to short-term and long-term capital geared towards addressing existing market failures and fostering economic development within Lesotho. **The Position Reports to the General Manager Development Finance.**

MAIN OUTPUTS AND RESPONSIBILITIES:

1. Operational Management

- Provide input to strategic plans of the Development Finance section and compile comprehensive operational plans in line with the business unit strategy.
- Keep abreast of changes in relevant guidelines and other legislation, to make recommendations where policies and procedures need to be amended.
- Implement policies, processes and procedures that are relevant to the section and enhance service delivery by creating space for growth based on individual companies’ capabilities, capacity and appetite for expansion.

2. Financial Management

- Analyse and report on departmental trends and operating requirements to determine funding requirements for the financial year.



- Manage and control short-term budgets of the department to ensure effective and efficient functioning within budgetary constraints.
- Monitor departmental expenditure against budget allocations and request reallocation as required.
- Comply with all financial, Supply Chain Management (SCM) and other LNDC regulations and policies by understanding, interpreting, and recommending changes as required to enhance business functionality within the LNDC.

3. People Management

- Create and maintain a conducive environment for work, to ensure optimum performance is realised for the benefit of the department using appropriate Human Resources policies and procedures.
- Lead the team according to LNDC's leadership principles and values, including managing employee lifecycle from recruitment through to exit, performance management, training and development, discipline and grievance management, retention, reward and people administration to ensure a high-performance culture.
- Collaborate with peers and committees within and outside of the Business Unit to drive implementation of DF instruments to advance the corporation's mandate.
- Comply with and implement all appropriate Human Resources policies and procedures.
- Allocate assignments and work to officers appropriately ensuring implementation of LNDC's strategy.

4. Stakeholder Relations

- Build and maintain relationships with internal and external stakeholders to ensure information, advice or opinions on relevant matters is made available and/or communicated appropriately and timeously.
- Provide post lending services to beneficiaries of DF instruments ensuring appropriate use and repayment of borrowed funds. Evaluate and monitor investors by conducting quarterly reviews, site visits and identify pockets of opportunity for further support in order to drive the vision of Lesotho and the LNDC as a true partner for growth.

5. Development Finance Implementation

- Analyse the current market in Lesotho to identify ailing companies with the potential for growth and rehabilitation by analysing their respective company portfolios and developing recommendations to help them grow.



- Analyse market trends to identify access to finance gaps and to recommend improvements on DF instruments, to ensure that they are responsive to the needs of the private sector in Lesotho.
- Draft and seek legal verification for project memorandums of agreements between the LNDC and the potential investors which they wish to partner with and bring into Lesotho, thereby protecting all parties involved.
- Oversee the investor project launch from an end-to-end perspective including conducting investor due-diligence, onboarding and drafting the shareholder agreement in order to grow and expand aspects of LNDC's portfolio and its contribution to the Lesotho economy.

6. Financial Instruments

- Enhance the operating functionality of funding instruments (e.g., the PCG, project preparation facility, supply chain finance etc.) through analysis of investor and client pain points and recommend changes to internal policies and procedures ultimately alleviating pressure for the users and enhancing uptake of the tool.
- Showcase LNDC's capabilities by conducting roadshows illustrating the tools available to ease foreign investment and partnership with Lesotho to grow market share as well as Lesotho's export capabilities.

QUALIFICATION AND EXPERIENCE REQUIRED

- Bachelor's degree in Development Finance, Investment Banking, Financial Economics, Financial Risk Management, Business Administration or related field. Having a post-graduate degree in the above fields will be an added advantage.
- 6 – 8 Years of experience including 3-5 years of managerial experience.

REQUIRED SKILLS AND COMPETENCIES

	Behavioural
Accountability	Act in accordance with the organisational and quality standards. Explain motives for important decisions. Take personal responsibility for personal mistakes or those of the department. Support colleagues in an appropriate manner when delegating tasks. Ensure that colleagues come to each other's defence when mistakes are made.
Complexity Management	Analyses tactical situations accurately and obtain the needed information by asking the correct questions. Make use data from various and diverse sources to solve departmental/divisional problems. Evaluated the tactical work environment to uncovers origin of difficult problems. Evaluate pros and cons, risks and benefits of alternative solutions within the Department/ Division, recommending best way forward.
Conflict Management	Determine what the reasons and backgrounds for a conflict are. Sensitive to tensions in a team and able to address them. Look for tangible solutions that are

	satisfactory for all the parties involved. Propose several solutions that can be accepted by conflicting parties
Customer Oriented	Take personal responsibility to resolve customer issues. Make self fully available, especially when the customer is going through a critical period. Request on-going feedback from customers and take action in response to it; manage to retain and capitalise on existing customers. Take the “extra step” to resolve customer issues appropriately, even in the case where they do not fall under own area of responsibility. Is aware of the level of service offered by the competition and provide more for customers than they expect.
Drive Result Delivery	Make decisions and take action to improve performance. Review and make changes to plans, offerings etc. to get better results, thereby improving business performance.
Effective Communication	Explain and convey key and at times complex information (technical, legal, regulatory, or procedural) to others, adapting content and style, as necessary and ensuring that this information is understood. Take others’ perspectives into account when, negotiating or presenting arguments. Anticipate reactions to messages and adapt communications accordingly. Share information and resources proactively across areas which support improvement.
Teamwork and Cooperation	Express positive attitudes and expectations of others. Value and utilise the expertise of colleagues, ask for ideas and input and collaborate to form decisions and plans. Willing to learn from others. Create opportunities for knowledge and expertise sharing between all members of the team

	Technical
Business Development	Identify lucrative market opportunities through an excellent understanding and interpretation of sector analyses, including market structure, supply and demand aspects, competitor environment, gap analysis. Actively participate in formulating, developing and implementing the business development strategy (generating new investment opportunities in public and private sectors). Construct business plan of bankable multi-dimensional projects, using standard and/or customised templates and processes. Coordinate and assess project/ programme feasibility through interrogation of resource requirements (including financing, capacity, capability and related issues).
Development Policies and Regulations	Specialist knowledge of policy development work for a specific area (expertise). Is relied on to help other develop complex new policies or regulations. Monitor the new policy and legislations against local “ease of doing business index” to determine effectiveness.
Financial Management	Make sound financial decisions after having analysed their impacts on the organisation, partner agencies, and community. Prepare budgetary submissions and forecasts for own department. Know the internal and external factors that impact on resource and asset availability. Interpret management account reports in an operational/commercial context and take action as appropriate to maximize revenues and control costs.
Risk Identification	Diagnose significant, unusual and emerging risks to which the business is exposed.

and Assessments	
Strategic Planning	Develop long-term objectives, strategies, and goals. Orient to longer terms than day-to-day activities; determine long-term issues, problems or opportunities. Develop and establish broad scale, longer-term objectives, goals, or special projects (e.g., affecting a department, several departments or the organisation). Develop a business strategy; assess and link short-term, day-to-day tasks in the context of long-term business strategies or a long-term perspective; consider whether short-term goals will meet long-term objectives. Analyse complex economic trends and their impact on organisational strategy.

TERM OF CONTRACT

This position is Permanent and Pensionable

HOW TO APPLY:

Interested, suitably qualified and experienced candidates should email their applications accompanied by educational certificates and transcripts in **PDF FORMAT ONLY** to recruitment@lndc.org.ls. **Job title must be used as email subject.** Closing date is **5TH July 2024 at 17:00.**

To apply, candidates **MUST** download and fill an application form accessible on the Corporation’s website: www.lndc.org.ls Detailed advert is also available on the website.

Disclaimer: Only applicants who have used the LNDC application form and used the appropriate email subject will be considered. Only shortlisted applicants will be responded to.

