



## Mission

To invest in the dreams of families in the world's underserved communities as we proclaim and live the Gospel.

## Method

We share the hope of Christ as we provide biblically based training, saving services, and loans that restore dignity and break the cycle of poverty.

## Motivation

The love of Jesus Christ motivates us to identify with those living in poverty and be His hands and feet as we strive to glorify God.

# MFI Performance Analysis Manager

## JOB DESCRIPTION

The microfinance performance analysis manager is responsible for managing the MFI performance analysis sub-team and leading the analysis the global performance of HOPE's network of microfinance institutions, equipping managers with critical information for more effective decision-making

<b>LOCATION:</b>	Lancaster, PA; Durham, NC; Kigali, Rwanda; remote considered
<b>DEPARTMENT:</b>	MFI
<b>REPORTS TO:</b>	Director of MFI Support Services
<b>MANAGES:</b>	MFI Analyst(s)
<b>BAND:</b>	Senior Professional
<b>CATEGORY:</b>	Exempt, full-time, domestic or local international employee

## FULL JOB SUMMARY

---

The microfinance performance analysis manager is responsible for leading global microfinance performance analysis for the HOPE network. This role will lead the MFI analysis sub-team to analyze financial and non-financial data sets and present insights and recommendations to MFI management. The MFI performance analysis manager will develop new tools and coach his/her team for continual improvement and advancement of the MFI analysis function, all with the goal of equipping MFI managers to achieve strategic plan goals. This role will liaise with other functions to ensure alignment, including technical assistance, finance, and program management.

# RESPONSIBILITIES

---

Promote and fulfill the mission and vision of HOPE International;

## Team and Project Management

Lead the MFI performance analysis sub-team within the MFI Support Services team to fulfill the performance and financial analysis necessary for HOPE's microfinance network to achieve strategic plan goals;

Prioritize projects and requests from MFI management and manage workload for the MFI analysis team;

Coordinate and manage relationships within interdisciplinary and cross-cultural teams including MFI management, technical assistance, finance, data analytics, and program resources and external entities as needed;

## Financial Performance Analysis

Oversee the development, timely analysis, and delivery of MFI team financial reporting and measurement tools, reporting dashboards, and key performance indicators (KPIs) for HOPE's microfinance network;

Provide strategic analysis and insights for microfinance network performance, enabling MFI leadership with data and recommendations to continually improve operations, including highlighting areas of concern to management and proactively proposing corrective measures;

Develop and adapt new tools to support MFI financial and operational performance management, such as cash flow projections;

Coordinate the bi-annual budget setting and reforecasting process for the MFI network, including leading communications and reviewing financial projections for business plans, new initiatives, and budgets;

Lead analysis of the performance of HOPE's investment across its portfolio network MFI institutions;

Serve as lead analyst for any number of recurring or ad hoc analysis projects as needed, alongside other members of the MFI analysis sub-team;

## MFI Support Services

Collaborate with Director of MFI Support Services and other team managers to support overall team function, health, and performance, including contributing to team-wide projects, considerations of team workload and development, and contributing to team events.

# QUALIFICATIONS

---

Personal confession of Christian faith and commitment to the mission and vision of HOPE International.

Bachelor's degree in business, finance, accounting, banking, economics, international development, or equivalent.

5+ years of relevant work experience, particularly in the areas of financial planning & analysis or accounting, preferably in the financial services industry. Experience with microfinance metrics strongly preferred.

Self-motivated organizational skills, including effective time management and prioritization of multiple deadlines.

Ability to communicate and collaborate effectively with employees across the organization, locally and remotely, across cultures, and with external stakeholders.

Demonstrated capacity for leading and developing others.

Strong analytical skills and high level of attention to detail.

Advanced Microsoft Office Suite skills, especially in Excel and Power BI. Adaptive experience, a plus

Willingness to travel domestically and internationally up to 75 days per year.

Fluency in French, Kinyarwanda, or other working language in HOPE network, a plus