Role Profile: Partnerships, Advocacy and Capacity Building Specialist

Background
In Africa, there are over 400 million financially excluded adults. These individuals do not have access to formal financial services and instead rely on cash or informal providers to meet their financial needs. This system is costly and risky, especially for the low-income segments and rural women who are disproportionately affected. Digital financial services (DFS) can address the issue of financial exclusion. By facilitating access to the digital economy, DFS can significantly reduce the cost of financial transactions and create benefits for households, and businesses, as well as contribute to economic growth. To achieve this, national or regional-level inclusive instant payment systems (IIPS) need to be implemented. However, as evidenced by AfricaNenda’s State of Inclusive Instant Payments Systems (SIIPS) in Africa research, these systems still require support to scale. A concentrated source of continental expertise can accelerate the deployment of inclusive instant payment systems and drive transformation throughout Africa.

About AfricaNenda
AfricaNenda is an Africa-led coalition of dedicated digital payments experts that work to build expertise, coordinate, and accelerate the roll-out of IIPS for the benefit of all Africans including the poorest and financially excluded. Our mission is to work towards universal access to inclusive payment systems ensuring that the more than 400 million unbanked adults across Africa are included in the financial system. We pursue this mission by removing the structural and technical barriers to effective deployment of IIPS such as lack of interoperability, insufficient technical in-house capacity, and lack of collaborative models across actors. As a convening actor, AfricaNenda executes its mission by enhancing capacity building across African institutions, providing technical support to IIPS projects, facilitating knowledge-sharing and collaboration, and providing tools and resources.

Key initiatives include:

- Policy development initiatives: AfricaNenda is on a mission to build the institutional capacity of African policymakers through advocacy, technical assistance, training sessions, curated convenings and dialogue sessions, and secondments from AfricaNenda’s vast network of experts.
- Technical project support: AfricaNenda provides technical assistance and resource mobilization support to expand the pipeline of fundable IIPS projects through conducting readiness assessment, project definition, and implementation.
- Knowledge-sharing and collaboration: AfricaNenda facilitates knowledge-sharing and collaboration using its cross-sectoral network of experts to provide cutting-edge thought leadership on efficiently and effectively accelerating inclusive instant payment systems.
- Tools and capacity development: AfricaNenda develops IIPS tools and customized capacity-development initiatives e.g. bespoke training sessions tailored to public and private African organizations, payment experts, and relevant stakeholders in the sector.

AfricaNenda partners with the regional economic communities (RECs), governments and relevant agencies, central banks, Pan-African organizations, and other development partners / enablers to collaboratively reduce structural and technical barriers to the deployment and scale of IIPS.

Position summary
IIPS amplification through advocacy initiatives and partnerships with African institutions is critical to achieving AfricaNenda’s mission. Strong engagement and collaboration with a broad range of stakeholders in the digital payment ecosystem will allow engaged partners to share learnings and technical expertise. They will also drive investments in building the long-term capacity of these institutions to deploy and scale inclusive instant payment systems. AfricaNenda seeks a Partnerships, Advocacy and Capacity Building
PAC Specialist to join its team, reporting to the Director of Advocacy and Capacity Development.

The Partnerships, Advocacy, and Capacity Building Specialist, in close collaboration with the Director of Advocacy and Capacity Development, will lead the development of AfricaNenda’s advocacy strategy as well as the rollout of AfricaNenda’s partnership strategy across Africa. This includes:

1) strategically positioning AfricaNenda and forging mutual partnerships with a broad range of stakeholders including instant payment system project implementers, central banks, government agencies and sectorial ministries, regional economic communities, private sector associations, and other stakeholders in the development ecosystem.

2) amplifying key insights, best practices, and benchmarks in the deployment and scale of IIPS on the continent

3) enhancing the capacity of key African institutions and facilitating capacity development support for project partners across the continent

4) developing tools and resources to support project owners and practitioners in developing and scaling up IIPS

Summary of key responsibilities:

- Advocacy agenda and partnership development;
- Capacity development support;
- Development of IIPS tools and resources.

Key responsibilities

Advocacy and partnerships

- Assist in building and maintaining relationships with RECS, central banks, other financial services policymakers, government agencies, pan-African organizations, the private sector, development partners / enablers, and other stakeholders in the DFS ecosystem.
- Be at the core of the advocacy and partnerships strategy development, review, update and implementation.
- Conduct research and diagnostics to build evidence for advocacy, and partnerships development initiatives.
- Produce focus notes, technical project reports, and presentations as necessary.
- Provide strategic guidance on key advocacy moments that AfricaNenda could leverage e.g. to facilitate industry dialogue, build industry consensus on key insights, best practices, and benchmarks.
- Identify institutional and individual advocacy champions as channels of influence.
- Take initiative in positioning themselves as IIPS advocates, and coordinate with other internal technical teams for advocacy moments during project implementation.
Capacity development

- Identify opportunities to support existing capacity development initiatives by partners, aligned to enhancing digital payments in Africa.
  - Capacity development needs assessment of existing and new partners/initiatives
  - Develop capacity development initiative plans for stakeholders including African institutions, project partners, and practitioners in payment and financial inclusion ecosystems.
  - Coordinate all capacity development support provided to partners, central banks, regional economic communities, etc., in collaboration with other staff and consultants where needed.
  - Contribute to capacity development evaluations to inform refined and improved initiatives.
  - Develop post-capacity development reports or outputs.
  - Coordinate with the Communications Department colleagues on repurposing capacity development outputs, for additional internal and external advocacy initiatives.

Development of IIPS tools and resources

- Conduct desk research/literature review of the availability of tools/resources and gaps
- Identify partners offering IIPS courses & master classes to industry stakeholders and seek synergy opportunities
- Identify tools and resources that would be useful to industry (e.g., best practices and benchmarks)
- Promote the enrollment of IPS project stakeholders in digital courses
- Perform other tasks as assigned by the Director, Advocacy and Capacity Development and the Deputy CEO Partnership and capacity building

Skills and experience

- A master’s degree in public or business administration/policy/economics, or any other related discipline. Additional certificates/training in digital financial services or related disciplines will be an asset.
- At least 5 years of progressively responsible professional experience in advocacy/technical assistance and advisory in DFS, payments, or financial inclusion
- At least 2 years of experience in capacity-building initiatives, training facilitation, and curriculum development
- Proven experience in research, stakeholder management, or partnership portfolio management
- Good understanding of digital financial services and financial inclusion in Africa, including an in-depth understanding of the key challenges and opportunities
- Excellent analytical capabilities (particularly economic/quantitative analysis), written and oral communication - Excellent computer skills (Microsoft Office Suite) - Good planning, organizational and reporting skills.
- Full professional proficiency in English and French is preferred.
Personal attributes

- Sound commitment and a passion to further financial inclusion on the African continent.
- Excellent interpersonal and problem-solving skills, representation, negotiation, and diplomacy skills.
- Exceptional communication skills, both oral and written, including multi-party communication.
- Versatility and adaptability to the workload of multiple projects and clients.
- High accuracy and attention to detail.
- Strong analytical skills.
- Independent and the ability to apply sound judgement to decisions.
- Sound time management skills and the ability to prioritize.
- Nimble, flexible and the ability to deal with structured change.
- Comfortable in a multicultural environment, flexible and able to handle pressure well.

How to apply

Qualified candidates are invited to submit a CV and cover letter to info@africanenda.org before 4th August 2024, and the subject line should read “Partnerships, Advocacy and Capacity Building Specialist” and relevant files labelled accordingly e.g.: “CV – (Name)”. Please note that incomplete applications will not be considered. As there are several applications, only shortlisted candidates will be contacted. However, we encourage interested parties to continue to check our website for opportunities as they come up.

AfricaNenda is an equal-opportunity employer and strongly encourages applications from people of all backgrounds. We are committed to creating a diverse environment and are proud to be an inclusive organization.