



The **EXIM Bank of Pakistan (PAK EXIM)** has been set up by the federal government with the objective of promoting expansion and diversification of the export base of Pakistan by providing short-term export credit facilities and long-term financing facilities for setting up export-oriented projects. The Bank will also provide guarantees, insurance and other supporting services. It will operate under the Export-Import Bank of Pakistan Act, 2020.

EXCELLENT CAREER OPPORTUNITIES

PAK EXIM (through a third-party firm, A. F. Ferguson & Co., Chartered Accountants) is looking for outstanding professionals to form its senior executive management team to spearhead the development and growth of the organization into a world class export credit entity built on strong governance, risk management principles and priority on customer needs, providing the highest level of economic impact for Pakistan. As an ideal candidate you will be an out of box thinker and an effective strategist with excellent interpersonal and networking skills demonstrating creativity under pressure. You will have the ability to work independently and create goals for delivery in ambiguous, difficult or new situations while being an excellent leader and motivator for your team. Excellent written and oral communication skills as well as high computer literacy and inclination towards automation are essentials to provide our exporters the best delivery model. Above all, you will be motivated and passionate about the vision and mission of the Bank, with a deep desire to contribute to the overall success of PAK EXIM's mandate and to have a meaningful impact in the economic development of Pakistan.

What's in it for you?

Besides the satisfaction of building and leading one of the most important development organizations in Pakistan with a strong and impactful development mandate and the unique opportunity and ability to make a true difference in the lives of people and the trajectory and expansion of Pakistan's export base; you will be rewarded with a highly competitive salary and benefits package.

Interested?

If you think you meet the requirements for any of the following roles, please apply at the application portal <https://www.affco.com.pk/recruitment> latest by **January 25th, 2020**. All positions are based in **Islamabad**.

Group Head Corporate and Financial Institutions

Position Summary

Manage the entire Corporate and FI portfolio of PAK EXIM by developing the bank's strategy for large corporates and FIs, providing a range of trade-related financing and risk mitigating (guarantees and credit insurance) products, developing/maintaining a network of relationships, managing associated risks while taking full responsibility of P&L and ensuring optimum revenue generation, resultantly supporting Pakistan's export competitiveness.

Key Requirements

- Bachelor's degree (master's preferred) or equivalent in economics, finance, business or other relevant fields from a HEC recognized university.
- Minimum 15 years of related work experience in/with financial institutions in Pakistan with 5 years of leadership experience with full P&L responsibility of the corporate/FI business units
- Significant understanding of and relationships with large corporates and FIs with proven experience with partnership or strategic alliance development as well as negotiation or contracting expertise
- Very good understanding of insurance and lending products, forecasting, business development, credit, risk and customer management; ability to find the balance between the needs of the customer and the sustainability of the Bank

Group Head Strategy & Business Excellence

Position Summary

Lead/coordinate Pak EXIM's efforts on all key matters related to strategic planning, business and operational excellence, product development, human resource management, advocacy and non-FI partner relationships.

Key Requirements

- Bachelor's degree (master's preferred) or equivalent in business administration or other relevant fields from a HEC recognized university.
- Minimum 15 years of related work experience in/with financial institutions with 5 years of leadership experience with similar scope of work, in/with financial institutions in Pakistan
- Proven experience in leading complex strategy and transformation programs
- Good understanding of insurance and lending products, financials, HR, marketing and communications; ability to manage diverse responsibilities/functions with a keen focus and understanding of each area
- Ability to effectively design work processes and systems, problem-solve and clearly articulate objectives and the path to take in order to implement new processes and programs; also possess front/middle/back office operational experience

Group Head Risk Management

Position Summary

Ensure development and implementation of bank-wide risk management strategies, policies and procedures including credit, country, market, operational, information security, strategic, reputational and other risks.

Key Requirements

- Bachelor's degree (master's preferred) or equivalent in business, finance, economics, risk management or other relevant fields from a HEC recognized university.
- Minimum 15 years of related work experience in/with financial institutions in Pakistan with 5 years of senior leadership risk management experience in/with financial institutions in Pakistan
- Proven experience and expertise in leading credit and risk approvals for large, middle market and SME customers
- Excellent understanding of insurance and lending products relating to trade finance.
- Knowledge and experience of risk modelling techniques/tools, stress testing & portfolio management, Basel capital standards, IFRS9, information security practices etc.

Group Head Commercial and SME

Position Summary

Manage the entire Commercial and SME portfolio of Pak EXIM by developing the Bank's strategy for middle market and SME customers, spearheading the Bank's regional/branch network, providing a range of trade-related financing and risk mitigating (guarantees and credit insurance) products, developing/maintaining a network of relationships, managing associated risks while taking full responsibility of P&L and ensuring optimum revenue generation, resultantly supporting Pakistan's export competitiveness.

Key Requirements

- Bachelor's degree (master's preferred) or equivalent in economics, finance, business administration or other relevant fields from a HEC recognized university.
- Minimum 15 years of related work experience in/with financial institutions in Pakistan with 5 years of leadership experience with full P&L responsibility of the Commercial/SME business units
- Significant understanding of and relationships with mid-market entities and SMEs
- Very good understanding of insurance and lending products, forecasting, business development, credit, risk and customer management; ability to find the balance between the needs of the customer and the sustainability of the Bank

Group Head Finance

Position Summary

Oversee the Bank's financial planning, reporting and accounting functions ensuring that the accounting records and systems are maintained in accordance with internal policies, regulatory requirements, best practices, international accounting/financial reporting standards and other statutory requirements. Provide oversight and leadership for effectively running the treasury and legal functions of the Bank.

Key Requirements

- Chartered Accountant from a recognized body of professional accountants / Master's in accounting, finance or equivalent from a HEC recognized university.
- Minimum 15 years of related work experience in/with financial institutions with 5 years of leadership experience of overseeing financial planning and control in a leading financial institution in Pakistan
- Excellent knowledge of accounting standards, reporting frameworks, AAOIFI standards, accounting treatment of insurance operations, tax planning, regulations and statutory requirements with proven experience in developing and implementing financial controls, related policies and models
- Preferably, direct leadership experience in asset liability management, interest rate risk management, liquidity & funding management

Group Head Operations

Position Summary

Lead and direct the development and delivery of bank-wide operations capabilities including centralized processing and administration, driving continuous improvement so that Pak EXIM may deliver high quality products and services in line with its growth agenda.

Key Requirements

- Bachelor's degree (master's preferred) or equivalent in business administration, commerce, supply chain, or other relevant fields from a HEC recognized university.
- Minimum 15 years of related work experience in/with financial institutions in Pakistan with 5 years of senior management experience leading centralized operations (including credit administration, trade processing, procurement etc.) at a leading financial institution in Pakistan
- Proven expertise in leading a high-quality back office processing function dealing with varying transaction types and business units for large, middle market and SME customers
- Excellent understanding of foreign trade, associated lending and insurance products, and industry practices
- Ability to structure and lead a fast-paced agile environment with strong emphasis on customer service, accuracy and quick turnaround times

Head of Compliance

Position Summary

Oversee and ensure that the Bank operates in compliance with regulatory requirements as well as internal Pak EXIM policies and procedures.

Key Requirements

Head of Human Resources

Position Summary

Manage Pak EXIM's people management strategy and policies such as talent acquisition, talent management, succession planning, rewards, performance management and

- Bachelor's degree (master's preferred) or equivalent in business administration, law, finance, commerce, or other relevant fields from a HEC recognized university.
- Minimum 10 years of related work experience in/with financial institutions in Pakistan with 4 years of senior management/leadership compliance experience in/with a leading financial institution in Pakistan
- Strong understanding of SBP rules, regulations, guidelines, AML/CFT laws, emerging compliance requirements and practices; well versed in setting up systems for operational compliance
- Excellent monitoring, auditing, research and investigation skills

culture with a view to attracting, developing and retaining the right employees for the organization.

Key Requirements

- Bachelor's degree (master's preferred) or equivalent in business administration or other relevant fields from a HEC recognized university.
- Minimum 10 years of related work experience with 4 years of senior management experience in the area of human resource management
- Proven ability to strategically and tactically evaluate and implement sophisticated HR related programs and initiatives
- Strong understanding of employment law; administrative and reporting requirements

Head of Information Technology

Position Summary

Plan and develop IT strategy, policies, frameworks and procedures to ensure consistent IT operations, infrastructure, network, database management, project management and vendor management.

Key Requirements

- Bachelor's degree (master's preferred) or equivalent in information technology, computer sciences, or other relevant fields from a HEC recognized university.
- Minimum 10 years of related work experience in/with financial institutions in Pakistan with 4 years of senior management experience relating to IT management (including IT governance, operations, infrastructure and applications) in/with financial institutions in Pakistan
- Strong understanding of core banking applications, digital banking, existing as well as emerging technologies, data management and analytics tools
- Ability to structure and lead a fast-paced agile environment with strong emphasis on customer service, accuracy and quick turnaround times

Head of Internal Audit

Position Summary

Lead the management, supervision and control of internal audit policy and practice providing informed and independent opinion on the adequacy of internal controls in line with Bank's policies and procedures as well as legal and regulatory obligations.

Key Requirements

- CA from a recognized body of professional accountants / Master's in accounting, finance or equivalent from a HEC recognized university / certified internal auditor / certified fraud examiner / certified internal controls auditor.
- Minimum 10 years of related work experience in/with financial institutions in Pakistan with 4 years of senior management/leadership internal audit experience in/with a leading financial institution in Pakistan
- Comprehensive knowledge of systems, procedures and regulatory requirements pertaining to respective functions/ auditable entities in a Bank; well versed in setting up systems and processes for internal audit
- Excellent risk assessment, monitoring, auditing, research and investigation skills