

# seed madagascar

sustainable environment, education & development

## Financial Resilience Officer (In country - Madagascar)

The Financial Resilience Officer will work closely with both national and international staff members to strengthen the financial management capacity of project participants and community-based associations across SEED Madagascar's programmes. The role will focus on developing and delivering training in financial literacy, basic business management and community savings schemes, while supporting project teams to embed financial resilience components into their work.

This is a superb opportunity for a development professional with 2-4 years of experience to support livelihoods, financial development and/or resilience building.

*Title:* Financial Resilience Officer

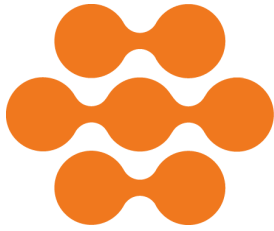
*Location:* Fort Dauphin, Anosy Region, Madagascar

*Timeframe:* 24 months (probationary period 3 months)

*Terms:* Local salary, contribution to a return flight to post of £1200 and to insurance of £650

### Core Duties

- Collaboratively develop context-appropriate capacity building, skill sharing and training activities on the topics of savings, financial management, and financial planning for different demographic groups and communities across the Anosy region.
- Support the creation and strengthening of Community Savings Groups (CSGs), including facilitation of training in savings practices, recordkeeping, group governance, and long-term planning.
- Identify which of these methods and activities are contextually compatible with SEED's programme portfolio across the departments, with a focus on Rural Livelihoods.
- Support the development of scalable, context-appropriate pilots to strengthen financial resilience, either adapting existing programme activities or scoping new activities based on local needs.
- Ensure a collaborative approach to project development, working closely with national staff and adopting participatory methods with local communities to ensure inclusive dialogue throughout.
- Collaborate with national and international teams to build tailored financial management tools and guides for use by community members and local groups.
- Work alongside the Programme Manager and Head of Department in problem-solving and providing additional support in line with emerging issues from project implementation.
- Foster essential cross-cultural collaboration, providing support to both national and international staff to increase their skills, knowledge and capacity to develop and implement financial resilience initiatives, providing mentoring or training where appropriate.
- Ensure effective implementation, monitoring, and evaluation of activities to promote change and build longer-term financial resilience.



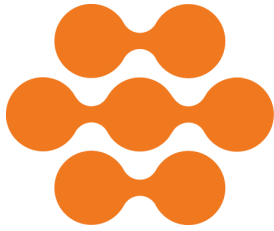
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- Assist in data collection and basic analysis and assist Monitoring, Evaluation, and Learning (MEL) Officers to complete MEL reports for projects.
- Produce research reports, to a high standard of English, that clearly demonstrate the successes and challenges of SEED's financial resilience initiatives.
- Take an active role in project management meetings, leading these where appropriate.
- Take an active part in international team meetings and support to other members of the team.
- Ensure all of SEED's policies and procedures are evident throughout the work of the department, including those for safeguarding, whistleblowing and anticorruption, and undertake continual training to ensure these are promoted at all times.
- Form part of the team representing projects or SEED when required.
- Complete other ad-hoc tasks as required by the Head of Department, Programme Manager, or Director of Programmes and Operations to further the aims and work of the organization.

## Person specification

- Degree-level qualification in or relating to international development, rural livelihoods, development economics, or financial resilience, or equivalent experience.
- Minimum of 2 years' professional experience with similar programmes, including project development, monitoring, evaluation and learning, and reporting.
- Demonstrable experience of capacity building and/or education programmes, particularly in rural settings or covering topics such as financial management, savings schemes and strategies, or strengthening livelihoods.
- Demonstrable experience in setting up and/or supporting community savings groups (CSGs), VSLAs, or similar financial mechanisms in rural settings.
- Fluency in written and spoken English with excellent written communication skills.
- Demonstrate an understanding of and commitment to SEED's ethos and approach and be a good ambassador for the organisation at all times.
- Have passion, curiosity and motivation for the job and the ability to enthuse others.
- Experience of living and working in a developing country with the ability and desire to work with teams from different economic and cultural backgrounds and across multiple language barriers.
- Demonstrate proven ability to recognise and appropriately deal with challenging situations and problem solve.
- Demonstrate an awareness of and comfort with increased social and professional responsibility, working at all times with cultural sensitivity and respect.
- Demonstrate the ability, social skills and confidence to give clear guidance and support to other members of the team in respect of the philosophy and procedures of SEED in order to protect both their safety and the reputation of the NGO.
- Be able to work to and advocate for all of SEED's policies and procedures, safeguarding those that SEED works with and reporting any concerns appropriately.
- Be punctual and be able to work to tight deadlines in an organised manner and to a high standard.



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- Be able to work both independently and as part of a team.
- Excellent listening and verbal communication skills and a flexible and patient attitude.
- Proficiency in Microsoft Office, particularly Word, Excel and PowerPoint.

## About the Organisation

SEED Madagascar is a British Charity working in partnership with communities in the southeast of Madagascar. We integrate high quality community health, rural livelihoods; education infrastructure and conservation programmes to support long term, sustainable change and add to international best practice through research and publication across all of our programmatic areas. We are now looking for entry level interns and officers to work alongside national staff and expand our team.

## Application procedure

Interested applicants should send a CV and covering letter in English outlining why they wish to take up this position and how their skills and experience match the requirements in the job description criteria to SEED Madagascar Director of Programmes and Operations, Lisa Bass by email on [lisa@seedmadagascar.org](mailto:lisa@seedmadagascar.org).

Please note: AI generated cover letters and recruitment exercises will not be processed.

**Application Deadline: Monday 28th July at 23:59 GMT.** Applications will be reviewed on an ongoing basis throughout this period.

Candidates will complete an exercise, long-listed applicants will have an initial informal interview with Madagascar based staff and short-listed applicants will then be offered an interview with the London team.

SEED Madagascar actively encourages equality, diversity, and inclusion in the workplace and aims to create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, where individual differences and the contributions of all staff are recognised and valued.