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Programme Officer - Financial Resilience (Madagascar)

The Financial Resilience Officer will work closely with both national and international staff to strengthen the financial management capacity of project participants and community-based associations across SEED Madagascar's programmes. The role will focus on developing 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 and conditions: Local salary, contribution to a return flight to post of £1,200 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.



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- Oversee and expand the programme's Monitoring, Evaluation, and Learning (MEL) framework, including designing surveys with the national staff, data entry, data analysis, and tracking metrics against logframe goals and outcomes.
- Produce research reports, to a high standard of English, that clearly demonstrate the successes and challenges of SEED's financial resilience initiatives.
- Compile funding proposals based on past evaluation, team discussion and international best practice in an engaging and professional manner.
- Work alongside the Project manager in budget tracking, forecasting and reconciliation to ensure that the project remains on track.
- Take an active part in project management and international team meetings, leading where appropriate and supporting other team members
- Form part of the team representing projects or SEED when required.
- Ensure all SEEDs 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.
- 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.
- 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. Proficiency in monitoring and evaluation methods, including quantitative data management and analysis in Excel and qualitative data collection tools such as survey design and focus group facilitation, and willing to use AI when necessary to assist in quantitative data management and analysis.
- Experience designing training and record-keeping materials appropriate for varying literacy levels, using tools such as Canva (workshop handouts) and Word (ledgers, governance templates, and other field-facing documents), and willing to use AI when necessary to assist in document creation.
- Demonstrated ability to design workshop curricula and group governance structures (such as savings group roles and record-keeping systems), and to contribute to overall programme strategy.



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- Experience managing programme activities within budget, including tracking spend against planned allocations.
- Proficiency in Microsoft Office, particularly Word, Excel and PowerPoint.
- Demonstrable experience managing a variety of tasks and shifting priorities at short notice.
- Demonstrate proven ability to recognise and appropriately deal with challenging situations and problem-solve.
- Be punctual and be able to meet tight deadlines in an organised manner and to a high standard.
- Be able to work both independently and as part of a team.
- Fluency in written and spoken English with excellent written communication skills.
- Excellent listening and verbal communication skills and a flexible, patient, and positive attitude.
- 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.
- 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.

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.

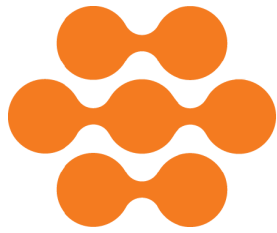
Application procedure

Interested applicants should send a CV and covering letter in English outlining how their skills and experience match the requirements in the job description criteria and why they wish to work with SEED to our hiring team at applications@seedmadagascar.org.

Application Deadline: Monday 28th September 2026 at 23:59 GMT.

Applications will be reviewed on an ongoing basis throughout this period. Longlisted applicants will complete an exercise and if successful will be invited to informal interview. Short-listed applicants have a formal interview.

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



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The start date for this role aims to be February / March 2027.

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.