

# Agent des risques financiers (risque de crédit)

Numéro d'annonce de vacances	2001
Date d'Emission	25/01/2021
Date limite de candidature	15/02/2021
Unité organisationnelle	Bureau de la gestion des risques d'entreprise
Niveau	P-3
Lieu d'affectation	ROME
Durée de l'affectation	2 ans

## Contexte organisationnel

Le Fonds international de développement agricole (FIDA) est une institution financière internationale et une agence spécialisée des Nations Unies vouée à l'éradication de la pauvreté rurale et de la faim. Il le fait en investissant dans les populations rurales. Le FIDA finance des programmes et des projets qui augmentent la productivité agricole et les revenus ruraux, et plaide aux niveaux local, national et international pour des politiques contribuant à la transformation rurale.

## Responsabilité organisationnelle de la poste

Le Bureau de la gestion globale des risques (RMO), nouvellement créé, est un prestataire de services dynamique, stratégique et réactif, leader de la deuxième ligne de défense du FIDA en soutenant pleinement la gestion de tous les risques dans toute l'organisation. L'OGR met en œuvre, surveille et maintient un programme de gestion des risques d'entreprise efficient et efficace, à l'appui de la vision stratégique et du mandat du FIDA. L'OGR vise à permettre une prise de risque mieux informée en utilisant les meilleures pratiques de gestion des risques cohérentes dans toute l'organisation pour atteindre les objectifs du Fonds à long terme et honorer ses engagements de développement. La division est responsable de la surveillance et du suivi des expositions aux risques et de l'établissement de rapports clairs sur le profil de risque du FIDA.

Risk Officers at this level are seasoned professionals reflecting an in-depth, broad understanding of applicable regulations, standards and methods as well as IFAD's financial regulations, rules and transactional procedures in one or more financial risk occupations including but not limited to asset liability management and capital adequacy.

The accountabilities/key results of the Risk Officer include supporting the Lead Financial Risk Officer of IFAD to coordinate and strategically advance Risk initiatives, while participating as a member in related projects, to achieve IFAD's Business Model objectives.

The Risk Officer reports to the Lead Financial Risk Officer, under the overall strategic guidance of the Director & Chief Risk Officer, supporting the mission of IFAD by providing sound advice, on financial risk policy and management practices. The incumbent supports the Director & Chief Risk Officer and the Lead Financial Risk Officer in making effective risk based decisions to achieve the strategic goals of the Fund.

The accountabilities / key results include:

- Risk Business Partner
- Financial Management
- Change Agent
- Managerial Functions

## Key results expected / Major functional activities

### 1. RISK BUSINESS PARTNER

The Risk Officer is a credible, trusted partner to the client offices served and the Department/Division/Unit where assigned. S/He supports the Fund's risk strategy and plans, as well as models a commitment to financial integrity by acting as a responsive and constructive service provider with a focus on results. The Officer provides seasoned verbal and written advice and guidance to supervisors and staff on financial regulations, rules and procedures, facilitating a mutual understanding of roles and fiduciary accountabilities in direct support of integrity in the management of the Fund's financial resources. Key results/functional activities include:

- Collect and maintain data on economic performance of the Fund's borrower countries.
- Assist in the review and analysis of Debt issues relating to borrower countries, suspensions and arrears in collaboration with the Accounting and Financial Management Divisions.
- Perform and maintain country risk ratings.
- Monitor and report exposure limits and concentration risk exposures on IFAD's Loan portfolio.
- Perform the risk assessment of any operation of the Fund involving private sector.
- Lead the monitoring and reporting on Counterparty Credit Risk exposures resulting from Treasury operations.
- Prepare lending scenario analyses and assess the impact on related prudential ratios, as well as on country exposure limits.
- Assist with preparation of Special Country Risk notes of individual borrower countries when needed in collaboration with the Financial Management Division.
- Assist the Financial Management Division with the review of country classifications and lending terms for operations.
- Monitor the risk metrics related to IFRS-9 in collaboration with the Accounting Division.
- Prepare quarterly country risk reports for review and action of the Risk Committee.
- Conduct periodic assessment of IFAD's cost of capital and pricing framework in collaboration with Treasury, Financial Management and other divisions.
- Assist with the periodic validation of risk rating models for the review and approval of the Risk Committee.
- Participate in discussions with credit rating agencies and external auditors.
- Maintain relationship with key partners, including the Bretton Woods Institutions, to assist in the review all policies related to sovereign borrowing in collaboration with the Financial Management Division.

## **2. FINANCIAL MANAGEMENT**

At this level, the Risk Officer is a seasoned professional with the capacity to interpret and apply a broad range of industry best practices, international and IFAD financial policies, rules and regulations as well as standards and techniques. Activities performed by Risk Officers at this level may include (a) maintaining the financial procedures relating to the assigned operation; (b) preparing information for internal financial and risk reporting, and for IFAD's Annual Financial Statements, as applicable; and (c) preparing timely, substantive replies to internal and external audit observations concerning the assigned financial operation.

Risk Officers contribute to the development of financial and risk policies through simulations and enhancement of financial models; build simulations on a range of likely scenarios reflecting IFAD's current and future resources and financial positions, analyse simulation results and identify key inputs for information on resource mobilization priorities/opportunities; analyse trends in financial data to assess relevance of existing models; recommend changes to underlying assumptions to promote alignment with current and future operating realities; maintain linkages between financial model development and projections of balance sheet and income statements; ensure integration with the structure of IFAD's balance sheet and income statement; and enhance current financial models including integration with other excel-based information in collaboration with team colleagues.

## **3. AGENT OF CHANGE**

The Risk Officer understands and applies the principles of change management and proactively serves as a role model for transformation and capacity for acceptance of change. S/He uses a seasoned knowledge of results based management and budgeting, enterprise resource planning (ERP) and other information technology to develop, analyse and promote acceptance of new methods of work and automated work flows. At this level, the Officer manages change through consultations with finance colleagues and outreach to client offices to build understanding of and to ensure open and regular communication pertaining to current and planned changes in the Fund's financial risk standards, regulations and rules.

## **4. MANAGERIAL FUNCTIONS**

The Risk Officer is accountable for integrity, transparency, and equity in the personal use of assigned IFAD resources, including equipment, supplies and, as applicable, staff supervised. This includes People Management through supporting the Lead Financial Risk Officer with technical leadership/capacity development initiatives and awareness campaigns.

## **Impact of Key results / Key performance indicators**

Risk Officers at this level work in an independent and rigorous risk management function and are accountable for in depth analysis of a variety of financial and risk reports that reflect transactions where many different consecutive stages of operations are involved; problems involve interrelationships and interactions within the financial structure and his/her role is to ensure that the Organization's financial business conforms to regulations. Based on a thorough knowledge of finance and risk principles, concepts and systems, the Risk Officer independently performs the full range of work for a complete, homogenous financial operation or components of financial operations. The supervisor may be consulted in the analysis of complex and/or precedent setting cases to ensure consistency in the interpretation and application of regulations and rules and to document such decisions. The work typically requires the identification of the need for changes to finance and risk policies, as well as the authoritative interpretation and application of finance and risk policies, rules and regulations to a broad range of complex casework. The Officer's responsibilities also include supporting the supervisor in key decision-making initiatives (e.g. strategic planning, capital and liquidity planning, etc.).

The key performance indicators for Risk Officers at this level include accurate performance of assigned finance/risk operations, technical quality in terms of both substantive depth and adaptive relevance to client needs and customer service approach to problem resolution.

## Representation / Work relationships

Risk Officers may represent the unit to which assigned on related matters at internal and external meetings and conferences as requested by the supervisor.

Internally, Risk Officers are required to explain, clarify and implement financial plans and decisions taken or procedural changes planned to ensure accuracy, completeness and integrity of financial data and reporting. Contacts are with finance, budget, loans and grants, treasury, audit and programme management staff in country offices and Headquarters. External work relationships for Risk Officers at this level normally require a potential exchange of information with a range of outside sources in the investment community including, Borrowers and Cooperating institutions, dealer counterparties, external investment managers / other professionals operating in financial markets and vendors/suppliers. They are also delegated authority to make commitments on routine aspects of the assignment.

## Competencies

### Organizational

- **Strategic thinking and organizational development:** Personal influence (Level 1)
- **Demonstrating Leadership:** Leads by example; initiates and supports change (Level 1)
- **Learning, sharing knowledge and innovating:** Challenges, innovates and contributes to a learning culture (Level 1)
- **Focusing on clients:** Contributes to a client-focused culture (Level 1)
- **Problem solving and decision making:** Solves complex problems and makes decisions that have wider corporate impact (Level 1)
- **Managing time, resources and information:** Coordinates wider use of time, information and/or resources (Level 1)
- **Team Work:** Fosters a cohesive team environment (Level 1)
- **Communicating and negotiating:** Acquires and uses a wide range of communication styles and skills (Level 1)
- **Building relationships and partnerships:** Builds and maintains strategic partnerships internally and externally (Level 1)
- **Managing performance and developing staff:** Manages staff and teams effectively (Level 1)

### Technical/Functional

- Demonstrated knowledge and experience of financial and/or risk reporting. Thorough understanding of the intricacies of financial institution's financial risk exposures, treasury operations, as well as the interaction with global capital markets.
- Strong knowledge of capital markets instruments (fixed income, derivatives, loans), risk and performance metrics and quantitative tools of fixed income valuation (cash flow, present value, interest rate risk, duration, etc.).
- Ability to independently draft policy / guideline documents.
- Ability to communicate to senior management the current drivers and risks of the overall risk framework.
- Ability to exercise high degree of independent judgment and initiative in analyzing highly complex issues with the ability to make interpretative decisions and identify, assess and mitigate risks.

- Solid understanding of international financial institutions' rating agency methodologies and experience of interactions with credit rating agencies is a plus.

## Minimum recruitment qualifications

### Education:

- Advanced university degree or equivalent in Business Administration, Finance, Banking. The advanced degree may be substituted by a first university degree (Bachelor or equivalent) in the above-mentioned subjects plus at least four additional years of relevant professional experience, over and above the minimum number of years of experience outlined below.
- Professional qualification in Risk and/or Finance (Financial Risk Manager, Chartered Financial Analyst or other related certifications) would be an advantage.

### Experience:

- At least 5 years' of progressively relevant professional experience in similar positions in risk management in International Financial Institutions, Investment Banks, or rating agencies.

### Language requirements:

- Excellent written and verbal communication skills in English and the working knowledge of another official language (Arabic, French or Spanish) is desirable.

## Other information

Applicants should note that IFAD staff members are international civil servants subject to the authority of the President of IFAD, and they may be assigned by him/her to any of the activities of IFAD, including field assignments and/or rotation within IFAD.

In the interest of making most cost effective use of funds and resources, we are only able to respond to applicants who are short-listed for interview. Candidates who do not receive any feedback within three months should consider their application unsuccessful

Candidates may be required to take a written test and to deliver a presentation as well as participate in interviews.

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