**Recruitement of trainers for RICEM professional training program for the microfinance sector**

**About RICEM**

Founded in 2014, RICEM provides practical and competence-based trainings to workers and Board Members of Cooperatives and Microfinance institutions countrywide. RICEM also provides short term trainings to owners and workers of micro, small and medium enterprises.

RICEM recently introduced a professional training program for the Microfinance sector known as **Certified Microfinance Professionals training program (CMP)** which has two levels i.e. level 1 for technicians and level 2 for middle and top managers.

RICEM is currently in the process of recruiting trainers of CMP level 2 for the following modules:

1. Portfolio Analysis for microfinance

2. Product Development and Marketing for microfinance

3. Financial and Social Performance Management for microfinance

4. Management of digital services for Microfinance

5. Human resource Management for Microfinance

6. Procurement Management for Microfinance

7. Strategic Management for Microfinance

8. Risk Management for Microfinance

9. Governance and Leadership for Microfinance

Please apply if you have practical skills and experiences in any of the above areas of microfinance.

 **Qualifications and experience required for each unit/module**

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| # | **Module** | **Education** | **Experience** | **Language** | **Added advantage** |
| **Professional Trainings attended** | **Technical Training experience** |
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| 1 | Loan Portfolio Analysis  | Bachelor’s/master’s degree in finance, Microfinance, Economics or related field of study | Minimum 3 years in Loans management in Microfinance as Head of credit department with good track records | Fluent in English, Speaking and Kinyarwanda | Professional course in Microfinance | One year of experience in Training |
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| 2 | Human Resource Management for Microfinance | Bachelor’s/master’s degree in human resource management  | Minimum 3 years in HR Management of MFI with good track records | Fluent in English Speaking and Kinyarwanda | Professional course in HR Management | One year of experience in Training |
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| 3 | Product Development and Marketing for Microfinance | Bachelor’s/master’s degree in finance, Microfinance, Economics or related field of study | Minimum 3 years in Marketing and PDD of MFI with good track records | Fluent in English Speaking and Kinyarwanda | Professional course in Microfinance | One year of experience in Training |
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| 4 | Financial and Social Performance Management | ACCA, CPA, Bachelor’s/master’s degree in accounting, Finance, SPIU4  | Minimum 3 years in Finance/Social performance Management of MFI with good track records | Fluent in English Speaking and Kinyarwanda | Professional course in Microfinance | One year of experience in Training |
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| 5 | Procurement Management | Bachelor’s/master’s degree in Procurement, MBA, Law or related field of study | Minimum 3 years in Procurement with good track records | Fluent in English Speaking and Kinyarwanda | CIPPS | One year of experience in Training |
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| 6 | Management of Digital Financial Services | Bachelor’s/master’s degree in ICT and related field of study | Minimum 3 years in IT department in Microfinance with good track records | Fluent in English Speaking and Kinyarwanda | Digital Financial Services (DFS) | One year of experience in Training |
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| 7 | Strategic Management | Bachelor’s/master’s degree in finance, MBA, Microfinance, Economics, or related field of study | Minimum 3 years in Management of MFI with good track records | Fluent in English Speaking and Kinyarwanda | Professional course in Microfinance | One year of experience in Training |
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| 8 | Risk Management | Bachelor’s/master’s degree in finance, Microfinance, Project Management, Economics, or related field of study | Minimum 3 years in Risk Management of MFI with good track records | Fluent in English Speaking and Kinyarwanda | Professional course in Microfinance | One year of experience in Training |
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| 9 | Governance And Leadership in Microfinance | Bachelor’s/master’s degree in finance, Microfinance, Economics, or related field of study | Minimum 3 years in Management of MFI with good track records | Fluent in English Speaking and Kinyarwanda | Professional course in Microfinance | One year of experience in Training |
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**Application Deadline**

*Please send the application letter and CV to RICEM ‘s official emails:* *ricem.company@gmail.com* *not later than* ***29th March 2023****. Only shortlisted candidates will be contacted.*