



Finanzgruppe

Sparkassenstiftung für internationale Kooperation

I. JOB IDENTIFICATION

Job: Business Coach

Job type: Full time

Position to which it reports: Project Coordinator, Accra

Coordinate with: Project Coordinator

Location: Accra, with frequent travels within Ghana

II. COMPANY PROFILE

The Sparkassenstiftung für internationale Kooperation e.V. is the development-policy arm of the German Sparkassen-Finanzgruppe. Its task is to disseminate the successful Sparkasse model across regional borders and around the globe. By enabling people in developing countries and emerging economies to access financial services, it aims to create opportunities that will allow them to leave poverty behind.

III. GENERAL PURPOSE OF THE POSITION

The Business Coach will be placed in a project that is supporting returning migrants from Germany (and neighbouring countries) to start a micro business upon their return to Ghana. He/she will accompany and support the projects' Business Training participants with the development of a business plan and the successful implementation of their business ideas.

IV. RESPONSIBILITIES

The Business Coach acts as the responsible officer for the Business Coaching component of the project with the following tasks:

- To act as a back-up support during the regular Business Coaching Sessions in cooperation with the contracted Business Coaching Consultants
- To render support in the development of business proposals to the beneficiaries
- To accompany beneficiaries during the registration processes of their business
- To monitor the implementation of the business ideas of the beneficiaries and provide coaching if and where necessary
- To identify and promote success stories of thriving business start-ups among the beneficiaries
- To manage and analyse beneficiary data and report on it



V. PROFIL AND MINIMUM REQUIREMENTS	
Formal Education	<ul style="list-style-type: none">• Master's degree in business administration or equivalent relevant field• Trained Coach/Business Coach
Necessary requirements	<ul style="list-style-type: none">• Willingness to travel frequently within Ghana – also to remote areas
Experience	<ul style="list-style-type: none">• At least 3 years of experience as a Business Development Service Provider (BDSP) with business incubation / coaching micro entrepreneurs in their business start-up and further business development• Experience as an entrepreneur is a big asset• Experience in international cooperation working with donors is an advantage• Networking / Business environment / Business Angels
Technical knowledge	<ul style="list-style-type: none">• In-depth entrepreneurial understanding• Know-how about legal procedures to set-up a business• Experience with loan disbursement for business start-ups is an asset• Process management / Organizational development
Skills	<ul style="list-style-type: none">• Entrepreneurial thinking and attitude• Coaching / Mentoring skills• Ability to adopt to the educational level of the target group• Highly developed communication and interpersonal relationships skills.• Critical and analytical thinking with great attention to detail.• Ability to lead groups, present in front of large groups• Ability to work towards results and prioritize activities.
Languages	<ul style="list-style-type: none">• English (business fluent)• Local languages: Twi and Ewe or any additional Northern Ghanaian languages is mandatory



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V. PERSONAL COMPETENCES

COMPETENCE	What do we understand under this competence?
Commitment	Demonstrates a high level of commitment in its responsibilities, committed to the quality of its work.
Tolerance to frustration	Shows attitude to adapt to difficult situations, adapts without difficulty to unfavourable changes, showing confidence in the future.
Problem Solving	Ability to analyse and integrate data to implement actions that generate the correction of the problem and the beginning of the improvement. Is willing to collaborate as a team to obtain the solution.
Leadership	Positively motivates co-workers, as well as allied institutions, to fulfil assigned responsibilities.
Proactivity	Anticipates situations and problems, anticipating possible risks or obstacles. Confronts obstacles and suggests alternative solutions.
Ability to analyse	Ability to analyse the circumstantial facts and meanings of a complex problem or situation.
Assertive communication	A form of conscious expression through which ideas, desires, opinions, feelings or rights are manifested in a congruent, clear, direct, balanced, honest and respectful manner, without the intention of hurting or harming, and acting from a perspective of self-confidence.
Decision-making	Capable of choosing the best option among several to achieve the desired objective.

VI. SUBMISSION DETAILS

Please submit your CV and motivation letter including your salary expectations and indicate how your qualification matches the requested requirements. Kindly send your application to the below email:

Nana.Coleman@sparkassenstiftung.de

Deadline for submission is the 13.12.2019.

For more information see: www.sparkassenstiftung.de