



## 1. JOB DETAILS

- Job Title:** Senior Advisor to the CEO and Acting Vice President Operations
- Reports to:** CEO and Executive Chairman of the Holding Company
- Location:** Ethiopia (on an assignment / expat basis)

## 2. JOB OBJECTIVE

A 1-3 year assignment to operationally spearhead the establishment of a best-in-class equipment leasing operation in Ethiopia whilst grooming an Ethiopian successor—backed by a well-funded, ambitious U.S.-based investment group with extensive emerging markets experience. The incumbent will help the CEO create an operational foundation that allows the company to grow into a leading equipment leasing company in Ethiopia on the basis of operational strength, customer focus, responsiveness, quality and service, with a personal focus on operational management (as opposed to the financial aspects of the business), including Asset Management, Field Operations, Yard Management and RRR (Repossession, Refurbishment, Redeployment).

## 3. KEY RESPONSIBILITIES:

In close consultation with the CEO:

- Design and implement state of the art best practice policies and standard operating procedures
- Holistically design and create a professional organization, inter alia by hiring and training adequate staff, implementing appropriate protocols, and establishing relevant objectives
- Identify, select and implement appropriate technology tools, such as asset tracking, asset management (and maintenance) software, and others, with a focus on operational excellence
- Prepare, propose and implement annual plans and budgets
- Direct operations, as necessary, to achieve and exceed targets
- Administer and monitor operational and financial metrics and KPIs, while diagnosing and improving processes and procedures
- Cultivate and maintain productive partnerships with local equipment distributors, maintenance partners, and service providers for deployment, training and certification of operators
- Contribute to and participate in strategic initiatives and special projects.
- Recruit and groom an Ethiopian successor as VP Operations



#### 4. COMMUNICATIONS & WORKING RELATIONSHIPS (SELECTED)

##### Internal:

- Asset/Operational Manager(s) and staff
- Commercial/Sales Manager(s) and staff
- Technicians/Operators
- Finance Director, Finance/Accounts Manager(s) and staff (indirectly)
- CEO
- (Group) VP OEM Partnerships
- (Group) CFO
- Executive Chairman

##### External:

- Customers
- Local distributors, maintenance providers, insurance partners, operator certification and training providers
- OEM's (incidentally, supporting the Group VP OEM Partnerships)

#### 5. DECISION MAKING AUTHORITY

The Senior Advisor and Acting Vice President Operations reports to the CEO of the Ethiopian Leasing Company and the Executive Chairman of the Holding Company. He/she partners with all executives on critical and strategic issues.

#### 6. QUALIFICATIONS, EXPERIENCE, CHARACTERISTICS & SKILLS

##### Minimum Qualifications:

- College (Bachelor's) degree in preferably in Science, Engineering, Management plus relevant professional training in HR and industry certification (CLFP or equivalent)
- Advanced degree is preferred

##### Minimum Experience:

- 30 plus years of relevant experience, with at least 15 years in the equipment leasing space
- Having lived and worked in a frontier or emerging market at some point, not necessarily in leasing.

##### Desirable Characteristics & Skills:

- Mature and high-energy, analytically strong, self-starter and team player, with good cross-cultural communication skills and a can-do mentality
- Mastery of top-tier methodology, technology and best practice for equipment leasing



- Broad experience in all sorts of equipment leasing, including, but not limited to, finance leases, operational leases, and rentals
- Familiarity with and exposure to field operations, maintenance, asset management, repo, yard management and secondary sales.
- Methodologically driven, process-oriented, and best practice mind-set
- A seasoned commercial mind-set to underpin operational decisions and strategic initiatives
- Has been exposed to multiple relevant sectors, either by employment or via clients
- Is skilled in customer relationship management and business development
- A keen knowledge of trends in the equipment leasing space, An extensive track record of experience with leading equipment lessors in mature markets
- Good people and management skills, with a view toward impressing best practices into procedures and policies
- Solid emotional intelligence and a healthy dose of cultural sensitivity
- Ability to productively manage the operational challenges of emerging markets, ideally as a track record of efficiently handling the nuances of emerging markets, ideally by way of direct emerging markets experience
- Subscribes to the values, ethical standards and vision of Ethio Lease and African Asset Finance Company.

*African Asset Finance Company (AAFC) and its affiliate companies are equal opportunity employers and prohibit discrimination and harassment of any kind. AAFC is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at AAFC are based on business needs, job requirements and individual qualifications, without regard to gender, race, color, religion or belief, family, parental status, etc., and AAFC encourages candidates of all ages to apply.*