



## LIBERIAN YOUTH ENTREPRENEURSHIP AND INVESTMENT BANK

### Assignment Title: CHIEF OPERATING OFFICER

Financing Agreement reference: **2100150043943**

Project ID No.: **P-LR-HB0-003**

Reference No. **LR-YEIB-002**

Issue Date: **May 13, 2026**

End Date: **May 27, 2026**

### 1. INTRODUCTION

The Government of Liberia has received funds from the African Development Bank (AfDB) and intends to apply part of the funds for the recruitment of a Chief Operating Officer (COO) for the Liberian Youth Entrepreneurship and Investment Bank (YEIB) to be established. The Recruitment Committee hereby invites suitable candidates to indicate their interest for undertaking the aforementioned role.

### 2. BACKGROUND

Liberia's youth entrepreneurship landscape faces several key challenges impeding the growth of youth entrepreneurship including: (1) a weak and highly fragmented early-stage business development ecosystem; (2) low-to-no access to finance for startups and MSMEs; (3) gaps in offering for startups and SMEs; and (4) difficulty in attracting investment (locally, regionally, and globally) for innovation<sup>1</sup>. To address market failures in the provision of financial and non-financial services, a Youth Entrepreneurship and Investment Bank (YEIB) will be established to provide financial and non-financial services to young entrepreneurs to start and build businesses.

The YEIB will aim to create dynamic ecosystem for youth entrepreneurship in Liberia by unlocking capital for youth, leveraging private sector investments, and offering technical support to address market gaps and capitalize on opportunities. Through this vision, the YEIB will aim to empower numerous young entrepreneurs, enabling them to establish, enhance, and expand their businesses while generating employment opportunities.

#### 2.1 The YEIB

The YEIB will be registered and licensed as a non-bank non-deposit taking financial institution in Liberia. It will be set up as a parent company and will oversee the operations of three funds, Investment Fund, Guarantee Fund and Technical Assistance Fund. The YEIB will aim to create dynamic ecosystem for youth entrepreneurship in Liberia by unlocking capital for youth, leveraging private sector investments, and offering technical

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<sup>1</sup> Market Assessment Study

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The three (3) core mandate of the YEIB include the following:

1. **Management of an Investment Fund:** This will involve deploying investments indirectly through impact, seed, and growth funds. Additionally, the YEIB may directly invest capital in promising MSMEs, including startups, with a focus on high growth potential.
2. **Management of a Credit Guarantee Fund:** The YEIB will raise and oversee a fund that provides credit guarantees to mitigate risks for financial institutions including banks and microfinance institutions, thus facilitating access to financing for youth-led businesses.
3. **Provision of Technical Assistance and BDS Support:** Through collaboration with third-party partners, the YEIB will offer technical assistance and business development support to young entrepreneurs, ensuring they have the necessary skills and resources to thrive.

## **2.2 The YEIB vehicles (SPVs):**

**YEIB Capacity building Trust (Private Foundation)** – It is the heart of the YEIB non-financial services. It will be established to (1) provide technical assistance to SMEs as part of effort to improve SMEs’ technical, financial and managerial abilities and enhance their bankability and their investment readiness. This use of resources represents the bulk of the activity. The vehicle with also (2) strengthen the selected YEIB delivery partners, both non-financial (i.e. BDS providers) and financial (i.e. the PFIs) in areas such as financial literacy, fragility, climate and gender mainstreaming, as a way to enhance their services beyond business incubator and investment readiness for the target youth-MSMEs.

**YEIB Investment Fund (LLC)** – The investment vehicle provides long-term (LT) finance to SMEs in the form of equity or quasi-equity instruments, to allow them to start, grow and scale their businesses locally, regionally, and internationally. This LT-finance fills a major gap while the capital market evolves to host a number of asset allocators, for which this vehicle is set up to supporting.

**YEIB Risk Sharing Mechanism (LLC)** – The role of the Risk Sharing Mechanism (RSM) is to mitigate the risk of lending to MSMEs in the Liberian market. From a demand-side the RSM also serves to alleviate the collateral burden to the borrowers. This de-risking mechanism aims to incentivize financial institutions to increase their portfolio of youth-led businesses, with a special treatment of women-led and green businesses.

## **3. PURPOSE OF THE ASSIGNMENT**

The Chief Operating Officer (COO) will support the CEO in the delivery and efficient execution of the strategic objectives of YEIB Liberia and its entities. With a focus on efficiency and results, the COO will play a critical role in ensuring that YEIB Liberia and its entities are positioned for long-term success. He/she will be the fulcrum for transforming strategic visions and objectives into operational reality.

The specific responsibilities of the COO include but are not limited to the following:

- Work with the CEO and Directors to identify key strategic objectives, long-range strategic plans, governance structure and objectives for the YEIB MANCO and for each Special Purpose Vehicle (SPV) under the management of the YEIB MANCO
- Work with the CEO and Directors in the development, implementation, and delivery of strategies and objectives to ensure the success of YEIB MANCO and its SPVs
- Work with the CEO and Directors in the development of key performance indicators and milestones to measure the progress and delivery of identified strategies and objectives
- Coordinate the development and implementation of corporate policies and procedures ensuring alignment with strategic objectives and vision
- Analyse and recommend changes and improvements in strategies, processes and systems
- Analyze market trends and competitive landscape to identify opportunities for growth and expansion
- Drive process improvements and efficiencies to increase productivity and profitability
- Participates in the evolution and refinement of the quality improvement processes across the YEIB MANCO
- Support the CEO in attracting partners, investors, institutions, to invest in the Funds
- Forge partnerships and support resource mobilization efforts for YEIB Liberia and its funds
- Provide support in the regularization of each Fund registration and licenses
- Serve as technical clearing house for YEIB MANCO and its funds
- Creates and maintains a team culture that values, recognizes, and generates high performance, supports innovation, and challenges the status quo.
- Fills in for other Director positions as and when required
- Ensure the technical soundness of the YEIB and its funds
- Perform any other duties as may be assigned by the CEO and/or the Board of Directors

#### **4. QUALIFICATIONS AND EXPERIENCE**

The candidate must meet the following qualifications:

- A Masters' Degree in Banking, Investment, Finance and Management, Economics, Business Administration or related field
- At least 7 years of work experience in the financial sector or with development finance institutions
- At least 5 years working on access to finance and/or financial sector development issues
- Demonstrable competency in strategic planning and business development
- Experience and demonstrated capacity to establish and manage corporate financial institutions
- Excellent strategic thinking, problem-solving, and decision-making skills
- Ability to lead cross-functional teams and drive results
- Experience in resource mobilization and partnership development
- Must be fluent in English

#### **5. EXPECTED DELIVERABLES**

- Strategic positioning and delivery of YEIB's objectives
- Efficient operationalization of YEIB and its entities
- Ensuring the financial and economic viability of YEIB and the three Funds
- YEIB becomes an essential DFI addressing critical gaps in access to finance in Liberia
- Mobilization of additional capital for YEIB Liberia and each of the three Funds

The Recruitment Committee now invites eligible individuals to indicate interest in providing these services by submitting their Curriculum Vitae (CV), demonstrating experience in performing similar assignments with references and showing responsiveness to the qualifications requirements outlined in this REOI. Eligibility criteria and the selection procedure shall be in accordance with the African Development Bank's *"Procurement Policy Framework for Bank Group Funded Operations"* October 2015 which is available on the Bank's website at <http://www.afdb.org>.

Further information can be obtained at the address below during office hours, i.e. from 0900 to 1700 hours (GMT) on working days.

Expressions of interest must be delivered in a written form to the address below by either hard copy or email by 27<sup>th</sup> May 2026 @ 1700 hours (GMT) and mention **"Expression of Interest for Chief Operating Officer of the Liberian Youth Entrepreneurship and Investment Bank"**.

**Attn.**

**The Chairperson**

**Recruitment Committee**

**Liberian Youth Entrepreneurship and Investment Bank**

**Monrovia, Liberia**

**Email: [recruitmentcommitteeyeib@gmail.com](mailto:recruitmentcommitteeyeib@gmail.com); [mewaseh76@gmail.com](mailto:mewaseh76@gmail.com); and copy [yeibliberia@gmail.com](mailto:yeibliberia@gmail.com)**