



LIBERIAN YOUTH ENTREPRENEURSHIP AND INVESTMENT BANK

Assignment Title: DIRECTOR OF GUARANTEE

Financing Agreement reference: **2100150043943**

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

Reference No. **LR-YEIB-003**

Issue Date: **July 4, 2025**

End Date: **July 25, 2025**

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 Director of Guarantee 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 innovation¹. 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

¹ Market Assessment Study

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.

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 will 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 Director of Credit Guarantee (DOG) will be a member of the Management Team of YEIB Liberia and will be appointed by the Board of Directors of YEIB Liberia. The DOG will oversee the operationalization and management of the Guarantee Fund of YEIB Liberia and shall provide credit advisory and solutions tailored to meet the unique goals and risk appetite of all stakeholders. He/she will report to the Chief Executive Officer of YEIB Liberia.

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

- Responsible for the efficient operationalization of the Guarantee Fund
- Lead the development of strategic documentations for the sound management of the Guarantee Fund
- Oversee the design and deployment of YEIB Liberia's risk sharing instruments
- He/she shall ensure that the Guarantee Fund remain compliant to all applicable regulatory policies, laws and frameworks
- Responsible for the assessment of clients' financial needs, risk tolerance, and long-term goals
- Support the operations and activities of the Credit Guarantee Committee
- Ensure that decisions, directions and resolutions of the Credit Guarantee Committee are executed
- Undertakes credit risk analysis and establish systems and processes for managing risks
- Conducts professional appraisals of proposals, credit requests, applications
- Develops procedures, systems and processes for the recruitment and management of Guarantee Fund Partners
- Oversee the conduct of financial analysis and due diligence of potential Guarantee Fund Partners
- He/she shall stay updated on market trends, economic conditions, and investment opportunities
- Monitor whether the performance of the Guarantee Fund meet the expectations and targets of the Fund
- He/she shall attract partners, investors, institutions, to invest in the Guarantee Fund
- He/she shall forge partnerships to mobilize additional capital for the Guarantee Fund
- Lead the communication and marketing of instruments and programs of the Guarantee Fund
- Monitor risk exposure for various assets classes and take appropriate actions to mitigate risks
- Undertake any other tasks as may be assigned by the CEO or the Board of Directors

4. QUALIFICATIONS AND EXPERIENCE

The candidate must meet the following qualifications:

- A Bachelor's Degree in Finance, Banking, Business Administration or related field
- At least 7 years' experience in credit risk management and/or access to finance for MSMEs in similar context in the region; knowledge and experience of working in Liberia will be an added advantage
- Experience in managing SME access to finance or loan program
- Experience in partnering with development finance institutions and/or international organizations in unlocking access to finance for MSMEs is an added advantage
- Proven capacity in risk management and asset recovery
- Experience in development of business plans and bankable proposals for SMEs
- Good understanding of the Liberian entrepreneurship ecosystem

5. EXPECTED DELIVERABLES

- Operationalization and management of Guarantee Fund
- Regularization of licenses, and registration of Guarantee Fund
- Ensuring the financial and economic viability of the Guarantee Fund
- Mobilization of additional capital for the Guarantee Fund
- Efficient management of the portfolio of the Guarantee Fund

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 25th July 2025 @ 1700 hours (GMT) and mention **"Expression of Interest for Director of Guarantee of the Liberian Youth Entrepreneurship and Investment Bank"**.

Attn.

The Chairperson

Recruitment Committee

Liberian Youth Entrepreneurship and Investment Bank

Monrovia, Liberia

Email: recruitmentcommitteeib@gmail.com; mewaseh76@gmail.com; and copy yeibliberia@gmail.com