

VACANCY ANNOUNCEMENT

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| Job Title: | Head of Project Finance Group (PFG) | Reports to |
| Grade: | S4 | ❖ Chief Business Officer |
| Department: | Business Development | Direct Reports |
| | | ❖ 2 |

Shelter Afrique Development Bank (ShafDB) is a pan-African finance institution that is mandated to exclusively support the development of the African real estate and housing sector. It is the only pan-African finance institution that exclusively supports the development of the housing and real estate sector in Africa. The bank is a partnership of 44 African Governments, the African Development Bank (AfDB) and the Africa Reinsurance Corporation (Africa-Re). It builds strategic partnerships and offers products and related services to support the efficient delivery of affordable housing. The institution has its headquarters in Nairobi with regional offices in Abidjan (Ivory Coast) and Abuja (Nigeria).

Job Purpose:

The Head of Project Finance Group (PFG) is responsible for structuring, securing, and managing funding for large-scale affordable housing projects. The role involves working with developers, government housing development agencies, banks, development finance institutions (DFIs), and private investors to develop financing models that support sustainable and scalable housing solutions. The ideal candidate will have expertise in property development, housing finance, public-private partnerships (PPPs), and impact-driven real estate investment.

Key Responsibilities and Job Dimensions

1. Affordable Housing Project Financing & Structuring

- ❖ Develop innovative financing solutions tailored to affordable housing projects.
- ❖ Structure, negotiate, and execute project finance deals, including debt and equity financing.
- ❖ Work with government agencies to create an enabling environment for affordable housing development through measures such as securing subsidies, tax incentives, and concessional funding.
- ❖ Develop financial models to assess project viability, affordability, and long-term sustainability.
- ❖ Secure funding from banks, microfinance institutions, DFIs, and impact investors.
- ❖ Explore alternative financing models, including mortgage-backed securities, blended finance, and rent-to-own schemes.

2. Financial Analysis & Risk Management

- ❖ Conduct financial due diligence and feasibility studies for affordable housing projects.
- ❖ Assess risks related to financing, construction costs, market demand, and repayment structures.

- ❖ Ensure compliance with financial regulations, housing policies, and social impact criteria.
- ❖ Monitor project cash flows, debt servicing, and return on investment (ROI).

3. Stakeholder Engagement & Relationship Management

- ❖ Build and maintain relationships with banks, real estate developers, non-profits, and government agencies.
- ❖ Negotiate funding terms with lenders, institutional investors, and donor organizations.
- ❖ Represent the organization at housing finance conferences, investment forums, and policy discussions.
- ❖ Collaborate with municipalities and urban planning authorities to integrate financing with housing policies.

4. Leadership & Team Management

- ❖ Lead and mentor a team of investment officers, and project finance specialists.
- ❖ Develop best practices and policies for affordable housing finance.
- ❖ Align financing strategies with social impact and sustainability goals.

5. Portfolio Management & Performance Monitoring

- ❖ Oversee the financial performance of housing projects, ensuring affordability and long-term viability.
- ❖ Track loan repayments, cost efficiency, and impact metrics.
- ❖ Identify refinancing opportunities and financial restructuring options for housing projects.
- ❖ Provide senior management with reports on financial performance and funding risks.

Working Conditions

The role requires working non-standard working hours and occasional out of station travelling to member countries.

Job Competencies

Academic Qualifications

- ❖ Master's degree in Finance, Real Estate, Economics, Business Administration, or a related field.

Professional Qualifications / Membership to professional bodies

- ❖ Professional certifications (CFA, CPA, ACCA, FRM, MRICS) are an advantage.

Previous relevant work experience required

- ❖ 10-15 years of experience in project finance, housing finance, or real estate investment.
- ❖ Proven track record in structuring and closing financing deals for affordable housing projects.
- ❖ Experience in impact investing, social housing programs, or development finance is a plus.

Functional Skills

- ❖ Strong financial modelling, risk analysis, and project evaluation skills.
- ❖ Expertise in affordable housing finance mechanisms, including government subsidies and blended finance.
- ❖ Excellent negotiation, communication, and stakeholder management skills.
- ❖ Ability to manage multiple projects and work in high-pressure environments.
- ❖ Applies analytical thinking and sound judgment to identify root causes, develop solutions, and implement effective responses to complex challenges.

Behavioural Competencies/Attributes:

- ❖ Exceptional Interpersonal skills with proven ability to engage, influence, and collaborate with diverse stakeholders across functions and cultures, fostering a respectful and productive work environment.
- ❖ Able to express views clearly and constructively, challenge ideas when necessary, and make complex decisions while maintaining professionalism.
- ❖ Proficiency in English and French is required.

Applicants are invited to send a letter of motivation illustrating their suitability in relation to the qualifications listed and their detailed curriculum vitae to the following email address: hr@shelterafrique.org.

The deadline for submission is on 30 April 2025.