



FEDERATION OF
KENYA EMPLOYERS

The Voice of Employers



COSMOPOLITAN
DEPOSIT TAKING SACCO

The FKE Executive Recruitment Services

RECRUITMENT OF THE CHIEF EXECUTIVE OFFICER - CEO

The **Federation of Kenya Employers (FKE)** is largest employer organization in Kenya with corporate membership of over 4,000.

Our client/member, the **Cosmopolitan Deposit Taking SACCO Society Limited** wishes to recruit a substantive **Chief Executive Officer - CEO**.

The SACCO has a solid reputation and has been regulated by SASRA (SACCO Society Regulatory Authority) as a deposit taking business since 2011.

The SACCO has continuously served its members for the last 42 years having been registered in the year 1977. The main objective of the SACCO is to **promote thrift amongst her members to accumulate savings thereby creating a source of funds from which the members can borrow at a fair and reasonable cost**. This promotes economic and social welfare of the members and the community. The original members were teachers who formed and registered the SACCO under the name Nakuru Teachers SACCO CS/2675. The SACCO rebranded in the year 2012 and opened the common bond to accommodate members from other sectors.

To further the organizational vision and strategy, Cosmopolitan SACCO is seeking to recruit an experienced CEO. The successful candidate will be an exceptional leader with superior knowledge of the Financial Environment in Kenya and a proven leadership track record.

This is a great opportunity for the successful candidate to join one of Kenya's leading SACCOs.

Key Responsibilities:

- Develop, continually review, and effectively implement the strategic plan and policies for the organization that facilitate the attainment of its mandate; this includes guiding departmental heads in the development of annual work plans and targets aligned to the strategy.
- Long term financial management planning including appropriate investment strategies and the building and maintenance of appropriate relationships with other financiers and regulatory agencies.
- Develop partnerships with various parties in the public and private sector, communities that are aimed at enhancing service delivery for the SACCO members.
- Network effectively within and outside the sector with the aim of influencing national policy and programs that impact various stakeholders and partners of the organization.
- Lead in the development of a communication strategy that leverages the organization's brand and its ethos and appropriately positions the organization as a first amongst equals.
- Develop/guide the development of organization structures, operating systems, process, and procedures aimed at ensuring effective and efficient resource management, service delivery and good governance of the organization.
- Manage the overall performance of the organization through effective and efficient monitoring of the core activities, financial records and/or projects, and provision of periodic reports to the Board of Directors and other stakeholders, as necessary.
- Lead the organization's new initiatives including their identification, cost benefit analysis, resourcing, and effective execution.
- Participate in Board meetings as an ex-officio member and secretary and communicate Board decisions appropriately to the organization staff and other relevant stakeholders.
- Provide leadership in ensuring effective Human Capital management through sourcing, placement, performance management, training and development, motivation, and retention.

Mandatory Skills and Experience

- A Degree in Finance, Accounting, Commerce or related fields.
- Relevant professional qualifications in the same areas.
- A relevant master's degree or an MBA will be an added advantage.
- 10 years' working experience; at least 3 of which have been in senior management, preferably in a similar working environment.
- Proven experience of strategy development and implementation.
- A demonstrable passion for the SACCO movement and growth of SMEs.
- Experience in operational systems development and implementation.
- Demonstrate understanding of financial reports and ability to interpret figures.
- Strong Leadership skills with proven record of having managed high performing teams.
- Strong communication skills: experience of brand building and/or promotions, public relations etc. would be an advantage.
- Strong interpersonal skills that include relationship building and maintenance, networking.

If you are the ideal candidate, please send a **Cover Letter** and your **Curriculum Vitae** to the **Federation of Kenya Employers (FKE)** through emunyobi@fke-kenya.org not later than **5.00p.m. on Friday 26th August, 2022**. **NO HARD COPIES WILL BE ACCEPTED**. Only shortlisted candidates will be contacted by **9th September, 2022**.