

SPI ALBANIA
EXTENDED TERM CONSULTANT
TERMS OF REFERENCE

The position

The Extended Term Consultant will be responsible for the activities of the Special Projects Initiative (SPI) that the Convergence Program is undertaking in support of the financial sector modernization program that Albanian financial sector stakeholders are promoting under the oversight of a **Public-Private Steering Committee (the SPI Committee)**, which represents a high-level commitment to public-private dialogue on financial sector development.

In the SPI context, the Extended Term Consultant will fulfil the functions of "SPI Director of Operations" (DO). He/she will cooperate closely with the "SPI Director, Financial Modernization Program and Analytics" (DFMPA) who is also part of the SPI Secretariat.

His/her role consists of the following responsibilities:

- To orchestrate the SPI Albania activities, building an external profile, assembling the working groups and keeping the major stakeholders aligned with work progress;
- To promote consensus-building, ensuring prompt enactment of decisions and helping mobilize long-term funding;
- To build high-level relationships in the Albanian banking community;
- To help Convergence Management create a regional expert network.

Reporting

The Director of Operations will organize and deliver his/her work in close consultation with SPI Albania Management and will work collegially with, and with support from, the "SPI Director, Financial Modernization Program and Analytics. The Director of Operations will report to the SPI Albania Management (assured by the Convergence Program through 30 June 2009).

Appointment

The DO is selected through competitive interviews. His/Her appointment will be for an initial period of one year starting on or about March 1.

Requirements

This position requires managerial and organizational skills to be effective in an unstructured and evolving work environment. It also requires an ability to interface with tact and decisiveness with senior authorities, the local banking community and international organizations.

Additional requirements are as follows:

- Entrepreneurial desire to build a new "institution", under limited guidance, coping with ambiguity and uncertainties.

- Strong motivation to work hard under tight deadlines to meet ambitious objectives.
- Exceptionally developed interpersonal skills.
- Broad exposure to financial sector policy and business issues (min. 5 years).
- Proven business development and project management skills.
- Good analytical and quantitative skills.
- Excellent written and verbal communication skills in English and Albanian.
- MBA or Masters in Finance/Economics/Law strongly preferred.

Context

Administered by the World Bank, the “Convergence” Program has been set up to promote the build-up of analytical capabilities in financial economics, banking and finance and legal and regulatory matters within the civil society of its seven countries of operations in South-East Europe.

To achieve this objective, it will use two instruments: 1) to undertake analytical studies of micro-structural issues that, if properly regulated, could impact the growth of financial sector intermediation; 2) to bring the results of these studies and other sponsored by other institutions, supported by a specific “Convergence” opinion, to the attention of authorities for decision-making after open public consultations.

Convergence has found common understanding and willingness among the Albanian financial industry stakeholders to start shaping an evidence-based and proportionate regulatory-making method to pursue the modernization of Albania’s financial sector as it strives to converge towards the EU Single Financial Market practices. The Special Projects Initiative is intended to support this evolution.