

*(This search ended in December, 2005, with the appointment of Deborah Burand, former director of capital markets at FINCA International and co-founder of Women Advancing Microfinance.)*

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## Job Announcement

### **Grameen Foundation USA** **Vice President for Programs** (Posted: September, 2005)

The Grameen Foundation USA, based in Washington, DC, has retained Slesinger Management Services to recruit a seasoned leader and manager to serve as vice president for programs. This is an exceptional opportunity for an individual with experience in banking, finance, or related fields, and strong management skills, to oversee programs that help poor people around the world escape poverty.

Applications will be accepted until this search is completed. Application instructions are at the end of this job announcement.

#### **The Organization**

The Grameen Foundation USA is a nonprofit organization whose mission is to empower the world's poorest people to lift themselves out of poverty with dignity through access to financial services and to information. Founded in 1997, the Foundation's work is inspired by the success of Grameen Bank of Bangladesh, which discovered that poor women could break through poverty by taking very small loans – typically less than \$100—to start or expand very small businesses.

This concept, new when Grameen Bank was launched in the 1970s, but now very well known as microfinance, serves millions of borrowers in Bangladesh and has become a model for ending poverty in some of the poorest communities around the world. Using the methodology developed in Bangladesh, Grameen Foundation USA currently provides loans and technical assistance to more than 50 microfinance institutions in 20 countries around the world.

The Foundation, which has grown rapidly in its initial years of operation, currently has a budget of \$11 million and a staff of 45, of which about 38 are in the Washington, DC, office, and 7 are with the organization's Technology Center in Seattle. Revenue comes primarily from grants and contributions from foundations, corporations, and individuals.

The Foundation is led by Alex Counts, its founder, who serves as president and CEO. Mr. Counts was inspired to create the Foundation after spending a year as a Fulbright Fellow with Grameen Bank in Bangladesh. Although the Foundation and the Bank are separate organizations, they have a collegial working relationship. The Foundation's board includes Dr. Muhammad Yunus, the Bank's founder.

To learn more about Grameen Foundation USA, please see [www.GFusa.org](http://www.GFusa.org).

## **The Position and its Principal Responsibilities**

The vice president for programs, who reports to the Foundation's president, is an integral part of the senior management team as well as the key person in building the organization's lending and technical assistance programs.

Key responsibilities include:

1. Developing an overall strategy for the Foundation's programs, which focus on replicating the success of Grameen Bank of Bangladesh to other countries. Key issues include how the Bangladesh model needs to be modified to suit local conditions in other countries, which countries and local microfinance institutions offer the best opportunities to help poor people escape poverty; and how best to measure results.
2. Overseeing the successful delivery of each lending and technical assistance project. The vice president will work with program staff to ensure solid program performance, the development and implementation of annual operating plans and budgets, and strong evaluation systems to measure results.
3. Building a strong team. The Foundation currently has 24 staff responsible for the delivery of its programs. The vice president will be expected to guide and mentor staff and insure that they have the resources needed to carry out their work, that they are working collaboratively with each other and with staff in other units at the Foundation, and that they have opportunities for career development.
4. As part of the Grameen Foundation senior management team, contributing to the development and implementation of strategies that affect the entire organization. The senior management team is made up of the president and CEO, the chief operating officer, and the vice presidents for programs, fundraising and communications, and finance and administration.

## **Desired Skills and Characteristics**

The ideal vice president for programs should be:

1. Genuinely interested in—if not passionate about—the work of Grameen Foundation USA and highly supportive of its mission.
2. A strategic and creative thinker who knows how to establish goals that advance the mission of the organization and then develops concrete plans to achieve them.
3. A skilled manager, capable of providing guidance, support, and leadership to the staff who report directly to this position, as well as systems and procedures that will help program staff increase the effectiveness of their own work. Approximately half of the Foundation's staff is in the program department.
4. A superb communicator, especially when explaining the Foundation's mission, programs, and accomplishments to current and potential funding and programmatic partners.
5. Collegial. The vice president for programs must have a personality and work style that ensures the internal atmosphere will remain open and collaborative.

## Desired Experience

The ideal vice president for programs will have the following experience:

1. A successful track record in conceiving and running programs, projects, or business units around the world. Experience in banking or finance is desirable, but not essential.
2. At least 10 years of senior management experience, with significant responsibility supervising other professional staff.
3. Experience at young, rapidly-growing organizations with revenues of at least \$10 million.
4. Experience interacting with people from multiple countries and cultures as a result of significant work, study, residency, or travel opportunities.

## Compensation

Salary will be commensurate with experience and qualifications. The Foundation offers a generous benefits package.

## To Apply

Please **e-mail** (or mail):

- 1) cover letter that explains why you are interested and qualified,
- 2) resume, and
- 3) three-year salary history (which will be held in strict confidence) to:

Larry H. Slesinger  
Slesinger Management Services  
5016 Westpath Terrace  
Bethesda, MD 20816  
Tel.: 301-320-0680

E-mail: [Larry@SlesingerManagement.com](mailto:Larry@SlesingerManagement.com)

(attached files in Microsoft Word only; please include "Grameen"  
in the subject line)

(This job announcement can also be found at <http://www.SlesingerManagement.com>.)

*Grameen Foundation USA is an Equal Opportunity Employer.*