



POSITION SPECIFICATION

POSITION: Senior Vice President, Global Programs at Root Capital

ABOUT THE COMPANY:

Small and growing businesses—such as farmer cooperatives and artisan associations—are engines for sustainable development and poverty alleviation in rural communities in the developing world. Considered too small and risky for mainstream banks and too large for microfinance, these grassroots businesses are caught in the “missing middle”; they cannot access the capital they need to grow and sustain their operations.

Root Capital addresses this market failure through innovative lending and financial education that serve the needs of these remote grassroots businesses. We are creating a new class of capital sitting between microcredit and commercial lending, enabling rural communities to unlock wealth and build sustainable livelihoods.

ABOUT THE POSITION:

The Senior Vice President, Global Programs will oversee all of Root Capital’s programmatic operations, including lending, advisory, and training programs.

Responsibilities include but are not limited to:

- Oversee all of Root Capital’s program work: devising strategy, translating strategy into an operating plan, and then supervising execution of that plan
 - Manage a growing team, including employees in the US headquarters, Latin America and Africa, and developing Root Capital’s next generation of leadership while ensuring current operations are best in class
 - Serve as a core member of Root Capital’s Leadership Team, working closely with CEO and Board to shepherd Root Capital’s growth and expanding the scope, scale and geographic reach of its offerings
 - Serve as the senior leader for all of Root Capital’s financial products and services, overseeing the development of new product offerings and improving upon existing operations, where applicable.
 - Foster a culture of data-driven strategy and planning, exemplifying best-in-class analytical practice
 - Capture and share institutional knowledge with staff across the organization, enabling the team to work efficiently and share best practices across regions and product teams
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**CANDIDATE
REQUIREMENTS:**

- Deep commitment to innovative solutions concerning the “missing middle,” particularly for small and growing rural/agricultural businesses in developing countries
- 10+ years of managerial experience with an understanding of credit markets, lending operations and emerging markets finance
- Leadership skills, with the ability to manage and inspire a team on a day-to-day basis, as well as exemplify the Root Capital culture to both the full staff and broader community
- Collaborative orientation, able to work well in a team and adapt to a rapidly changing environment
- Excellent speaking and writing skills, with an ability to communicate complex concepts in compelling to a diverse set of audiences, with deep experience communicating technically sophisticated financial information to other experts in the field
- Experience in sustainable business, international development, financial services to the poor, venture philanthropy or related areas or other demonstration of commitment to Root Capital’s work
- Spanish language skills strongly preferred
- Advanced degree (MBA, M.P.A., etc...) preferred
- Ability to travel (domestic and international) as needed (currently estimated at about 20-30%)

COMPENSATION: Competitive compensation, commensurate with experience.

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