

	<p>Export-Import Bank of Pakistan (“EXIM Bank”) is set up by the Government of Pakistan, as Pakistan’s official Export Credit Agency, to support inter-alia the growth of exports and to undertake import substitution projects.</p> <p>EXIM Bank is looking for:</p>
<p>Grade: Up to M2</p> <p>Job: Head of Strategy & Business Excellence</p> <p>Department: Strategy & Business Excellence</p> <p>Job Location: Islamabad</p>	<p>Qualification: Minimum Bachelor’s degree (or equivalent) in business administration or other relevant fields from a leading international university or a local one recognised by the Higher Education Commission (H.E.C.).</p> <p>Experience: Minimum 12 years of relevant work experience in/with leading financial institutions, with minimum 4 years of leadership experience with similar scope of work, in/with financial institutions in Pakistan.</p> <p>Key Responsibilities:</p> <ul style="list-style-type: none"> • Contribute to the strategic planning and related decision making for EXIM Bank, by coordinating & facilitating the overall strategic planning exercise and proposing sound strategic alternatives and choices based on research and analytics on export markets, trends and associated needs, product mix, etc. • Plan & lead the strategic initiatives, create programmes for sectors, where possible with other local and international institutions, multilateral development banks, national export credit agencies (E.C.As.) and EXIM banks; develop key performance indicators for the Strategy & Business Excellence function, including those related to the strategic initiatives and programmes, which will support the achievement of EXIM’s organisational mission, core values and objectives keeping in view the impact on economy. • Lead the relationship with international agencies such as multilateral development banks, other E.C.As. and EXIM Banks in building capacity for Buyer Credit business and creating opportunities for risk sharing. • Lead the production of high-quality analytics with respect to external market conditions and internal organisational dynamics, with a view to facilitate the executive management team in making sound strategic and business decisions. • Monitor and react to industry trends and legislation to assess how they will impact Pakistan’s trade environment. • Ensure operational efficiencies in EXIM’s processes by being the lead focal point for all major process improvement and transformation projects.

	<ul style="list-style-type: none">• Develop an internal communication mechanism to update key stakeholders and decision makers about the market conditions, developments, competitors, and customers' changing needs.• Analyse the ever-changing market dynamics, to identify resulting market gaps and to develop and propose innovative and value-driven products and solutions for clients in coordination with Business Groups.• Ensure constant interaction with the Business Heads in order to ensure alignment of products & services offered and customer needs.• Oversee development and implementation of customer surveys and focus groups with various stakeholders to ensure EXIM is effectively servicing the market's needs.• Lead the people development and management strategy across the entire spectrum of the H.R. management domain in order to optimise organisational effectiveness.• Attract, retain, lead, and develop a team with the right skills and values to meet evolving business needs.• Be an active member of EXIM's Executive Management team, advising the Senior Management on all matters related to strategy, analytics, process transformation, advocacy, H.R. and product development.• Network with key stakeholders, build and strengthen partnerships, a) locally with exporter and industry associations, trade development agencies, chambers of commerce, relevant government departments and autonomous bodies; and b) internationally with trade bodies in key export markets, Pakistani Embassies, and peer E.C.As. and EXIM banks.• Actively participate in and encourage as well as coordinate the participation of staff, in conferences, seminars, events, ceremonies, etc. to raise awareness of EXIM's capabilities and to drive positive market perception.• Ensure development, implementation, and constant review of EXIM's advocacy and communication strategies with a view to promote EXIM's products & services, and its supportive role towards the growth of Pakistan's exports and a favourable trade balance.• Ensure compliance with S.B.P. prudential regulations, relevant B.o.D. policies, and other regulations related to product development, customer experience, branding, etc.• Build relationships internally across EXIM, coaching senior leaders and provoke transformative thought across the bank's operations to drive the business excellence agenda.• Foster a culture of innovation and excellence within EXIM.
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Core Competence:

- Proven experience in leading complex strategy, and transformation programmes.
- Good understanding of insurance and lending products, financials, H.R., marketing, and communications.
- Knowledge and ability to adapt to fluid industry trends and develop effective strategies as early as possible.
- Good knowledge of cross-border trade and trade finance.
- Excellent interpersonal skills, client-focused and networking skills; creative under pressure, proven negotiation & contracting expertise.
- Excellent analytical skills.
- Effective strategist full of ideas and possibilities; broad interests and knowledge.
- A self-starter with the ability to generate innovative solutions for partners/customers.
- Very good computer literacy and inclination towards automation.
- Ability to work independently and create goals and vision for delivery in ambiguous, difficult or new situations.
- Manages people well; excellent motivator; gets the most and best out of people he/she has; delegates and develops; keeps people informed.
- Ability to effectively design work processes and systems and diagnose and fix problems related to workflow and work processes.
- Ability to problem-solve and clearly articulate objectives and the path to take in order to implement new processes and programmes.
- Proven expertise and experience in working across, and coordinating with, different functions for effective implementation of cross functional initiatives; ability to pull together disparate stakeholders as needed.
- Ability to manage diverse responsibilities/functions with a keen focus and understanding of each area.
- Strong and confident team player, motivated, and passionate about the vision and mission of the Bank, and deep desire to contribute to the overall success of EXIM's mandate.
- Excellent team player and able to take up challenges.

Communication: Excellent written and oral communication skills in English and Urdu are mandatory.

- If you possess the credentials in seeking, we want to hear from you. Apply through <https://njp.gov.pk> (preferably)
'OR'
send us your Curriculum Vitae(C.V.)/Resume accompanied by a compelling cover letter that demonstrates your ability to excel in this role and contributing to our groundbreaking initiative set to launch this July. Share your unique qualities & skills which make you a perfect fit for our pioneering team shaping the future of Pakistan's economic growth through international trade.
Mailing address: Head H.R., Export-Import Bank of Pakistan, 5th Floor, Evacuee Trust Complex, Agha Khan Road, F-5/1, Islamabad.
- Deadline for the applications submission is **25th of September, 2023**.
- EXIM Bank reserves the right to reject any/all application(s) without assigning any reason whatsoever.
- Females and differently-abled persons meeting the mentioned qualifications & experience are encouraged to apply.
- Only candidates shortlisted for interviews will be contacted.