

MILLAR CAMERON



GUARANTCO MANAGEMENT COMPANY LIMITED *CHIEF EXECUTIVE OFFICER*

PEOPLE · PASSION · PERSISTENCE



CEO, GUARANTCO

ABOUT GUARANTCO

GUARANTCO LTD (GUARANTCO) MOBILISES PRIVATE SECTOR LOCAL CURRENCY INVESTMENT FOR INFRASTRUCTURE PROJECTS AND SUPPORTS THE DEVELOPMENT OF FINANCIAL MARKETS IN LOWER INCOME COUNTRIES ACROSS AFRICA AND ASIA. IT IS WELL REGARDED AND ONE OF THE LEADING INNOVATORS IN ITS FIELD.

GuarantCo is the guarantee arm of the Private Infrastructure Development Group (PIDG) and is funded by the governments of the United Kingdom, Switzerland, Australia and Sweden, through the PIDG Trust, the Netherlands, through FMO and the PIDG Trust, France through a stand-by facility and Global Affairs Canada through a repayable facility.

GuarantCo is rated AA- by Fitch and A1 by Moody's. The company's vision is to become a centre of excellence for local currency credit solutions for infrastructure finance in lower income countries thereby assisting with the alleviation of poverty. Its unique strategy is to focus entirely on unfunded risk products in local currencies to mobilize institutional debt in Africa and Asia,

predominantly from domestic sources such as pension funds and local banks.

GuarantCo, is managed by Cardano Development through its 100% UK subsidiary GuarantCo Management Company Limited (GMC). Cardano Development is a platform of financial sector managers in developing countries owned by a Dutch foundation with charitable status. Through an exclusive management contract, GMC provides management, advisory and support services to GuarantCo and is head-quartered in the City of London, with regional hubs in Nairobi and Singapore. The GMC team is small, diverse, focused, collaborative and action orientated.

GMC is looking to appoint a leader with the experience to deliver against the responsibilities

of the role and who is passionate about making a difference whilst working in a professional, entrepreneurial and innovative environment. Valuing diversity is essential to GMC's work.

GMC aims to promote and act in accordance with equality legislation by avoiding unjustified discrimination and recognising discrimination as a barrier to equality of opportunity, inclusion and human rights. All GMC employees are required to ensure their behaviour is consistent with our policies. GMC is committed to a policy of equal opportunity and is keen to reflect diversity at every level within the organisation.

www.guarantco.com

CEO, *GUARANTCO*

ABOUT *PIDG*

THE PRIVATE INFRASTRUCTURE DEVELOPMENT GROUP (PIDG)
IS AN INNOVATIVE INFRASTRUCTURE PROJECT DEVELOPER
AND INVESTOR WHICH MOBILISES PRIVATE INVESTMENT IN
SUSTAINABLE AND INCLUSIVE INFRASTRUCTURE IN SUB-
SAHARAN AFRICA AND SOUTH AND SOUTH-EAST ASIA.

PIDG investments promote socio-economic development within a just transition to net zero emissions, combat poverty and contribute to the Sustainable Development Goals (SDGs).

PIDG is funded by the governments of the United Kingdom, the Netherlands, Switzerland, Australia, Sweden, Germany and the IFC.

www.pidg.org

PIDG delivers its ambition in line with its values of opportunity, accountability, safety, integrity and impact. Since 2002, PIDG has supported 171 infrastructure projects to financial close which provided an estimated 217 million people with access to new or improved infrastructure.



PIDG VALUES

- **Opportunity:** We fill market gaps in parts of the world where it is thought to be impossible; we provide equal opportunity in our activities and we prize diversity within our own organisation
- **Accountability:** We deliver. We take ownership when things do not go as planned and we lead with high ethics and environmental, social and governance standards. This includes the impact of our work on local communities and the environment
- **Safety:** We insist on a safety mindset and culture delivered through practical, locally relevant solutions because it is a matter of life or death
- **Integrity:** We are honest and transparent because it builds mutual trust and respect with all stakeholders
- **Impact:** We have a strong, positive and tangible effect on peoples' lives





THE ROLE: CHIEF EXECUTIVE OFFICER

ABOUT THE ROLE

The Chief Executive leads GMC to deliver on GuarantCo's vision and mission to transform the way local capital markets in low income countries can finance critical infrastructure projects and help to deliver deep and lasting impact for their populations.

The Chief Executive brings inspirational leadership and has proven leadership and transactional skills within a financial services or investment management organisation, including hands-on experience of direct investing in low income countries in Africa and/or Asia. It would be beneficial for the candidate to have a track record of establishing and delivering the financial instruments required to attract additional infrastructure financing to low and middle income countries. They must possess an entrepreneurial drive with an ability both to be innovative and to encourage creative thinking in those around them, a vital element in ensuring GuarantCo's continued success.

It is critical that the Chief Executive understands GuarantCo's unique positioning as part of the PIDG Group and has a passion for GuarantCo's development mission within that of PIDG, along with a clear commitment to equality, diversity and inclusion. The Chief Executive must be capable of harnessing the wide-ranging strengths of the diverse team at GMC and across PIDG and using them to elevate GuarantCo's voice as a leading developer of local capital markets and part of the PIDG Group whilst ensuring the structure and operations of GMC are successful.

The Chief Executive understands the strength of the PIDG Group and his/her role as part of the PIDG Executive Committee (ExCo), actively engages with the PIDG to enhance its success in continued innovation and growth and works with PIDG to drive accountability to GuarantCo's diverse constituents and shareholders.



CEO, *GUARANTCO*

THE ROLE: CHIEF EXECUTIVE OFFICER

MAIN RESPONSIBILITIES

LEADERSHIP

- Provide strong and strategic leadership - bring people together and develop an effective and diverse team which can achieve the mission of GuarantCo, as part of the PIDG Group, and thereby GMC
- Lead and manage GMC's management team
- Formalise the roles and responsibilities of the GMC Executive Committee, including clear delegation of authorities
- Regularly review the organisational structure and recommend changes as appropriate
- Maintain overall responsibility for the organisational development and personnel management of all employees within GMC. Actively promote GMC's open culture and values, ensuring that sound financial practices and the highest ethical standards are maintained at all time. Maintain a pro-active risk culture within the company in the broadest sense. Actively promote the PIDG values and help build the PIDG culture
- Act as the closest professional adviser to the Boards of PIDG and GuarantCo on issues concerning GuarantCo

and take responsibility for providing well-founded advice on GuarantCo's overall strategy and the broader objectives of the PIDG

STAKEHOLDER MANAGEMENT


- Own and lead the strategic relationship management with the PIDG Group. Pro-active member of the PIDG ExCo, which discusses and implements PIDG strategy (in this role, reporting to the PIDG CEO). Direct owner of the relationship with the Boards of PIDG and GuarantCo
- Own and lead on the strategic relationship management of Cardano Development
- Personally develop key stakeholder relationships to help facilitate partnership and collaboration for GuarantCo and/or GMC

STRATEGY

- Lead the executive team within the Board of GMC, with responsibility to deliver the requirements of GMC under the Management Agreement with GuarantCo, and to deliver value for Cardano Development, GMC's sole

shareholder

- Lead the GMC Executive Committee to coordinate and develop strategy, and secure approval from the PIDG ExCo, PIDG Board and GuarantCo Board for a rolling 3 year strategic business plan for GuarantCo having regard to GuarantCo's customers, GMC employees and its stakeholders
- Successfully execute the strategy and business plan delivering on its objectives
- Take professional and administrative responsibility for GMC's operations, maintain and develop an appropriate organisation to support delivery of GMC's responsibilities
- Ensure that GuarantCo maintains and strengthens its rating levels with external ratings agencies
- Ensure that GMC is well placed to retain and extend its Management Agreement in the medium/long term, together with Cardano Development
- Optimise as far as is reasonably possible the use and adequacy of resources



CEO, GUARANTCO

THE ROLE: CHIEF EXECUTIVE OFFICER

MAIN RESPONSIBILITIES CONTINUED

BUSINESS MANAGEMENT

- Take overall responsibility for and provide general oversight of all activities of GMC and GuarantCo and assure a smoothly functioning, efficient organisation with ultimate responsibility for the management of the budget
- Demonstrate a highly visible engagement in GuarantCo's most sensitive business interests, such as the realisation of the pipeline of transactions, safeguarding of value in the existing portfolio and distressed deals, adequate capital sourcing and zero tolerance on operational and reputational risks
- Chair the Executive Committee of GuarantCo and lead and oversee delivery of the 3-year rolling strategic business plan
- Manage the risk profile of the company, including the health and safety performance of the business
- Ensure appropriate internal controls are in place

- Member of GMC Credit Committee Quorum which is responsible for decisions that increase GuarantCo's exposure to credit risk
- Member of the GMC Portfolio Committee Quorum with oversight of the performance of GuarantCo's portfolio of guarantees and having overall responsibility for reporting its activity (to include credit risk, financial performance, HSES, and Development Impact) to the Board of GuarantCo and the PIDG
- Member of the GMC Risk & Finance Committee Quorum which is responsible for establishing internal risk and compliance systems and procedures, appropriate for GuarantCo
- Ensure that the legal interests of GMC and GuarantCo are protected and pursued
- Ensure effective implementation of board decisions

COMMUNICATION & THOUGHT LEADERSHIP

- Take overall responsibility for the effective external communication of GuarantCo's activities and build confidence in GuarantCo's activities amongst its owners, rating agencies, clients and the general public. Ensure alignment and integration with PIDG's communications activities and objectives
- Take overall responsibility to deliver GuarantCo's mission of becoming a centre of excellence and thought leader in the field of developing local capital markets
- Assume the public face of GuarantCo, performing an advocacy role in the business and political arenas
- Actively promote PIDG's interests externally
- Keep the Chairs and the Board informed on all important matters

CEO, *GUARANTCO*

TITLE:
CHIEF EXECUTIVE OFFICER

REPORTING TO:
**CHAIR OF GMC; WITH A DOTTED
LINE TO PIDG CEO**

DIRECT REPORTS:
SEVEN

LOCATION:
LONDON, UK

THE ROLE: CHIEF EXECUTIVE OFFICER

REQUIREMENTS OF THE ROLE

- Strong understanding of infrastructure as an asset class and all the funding stages associated with a project development cycle, including workouts and restructurings
- Familiarity with guarantees and similar products from Export Credit Agencies, multilateral and bilateral development institutions, monoline insurers etc
- Ability to innovate and challenge the status quo
- Passion to make a difference in emerging and frontier markets
- Strong understanding of debt and debt products and a good hold on capital structuring
- Possess commercial acumen
- Ability to communicate and thrive in a culturally diverse and change oriented setting
- Demonstrated leadership capabilities
- A proven track record of achievement in managing huge projects, exhibiting the drive, tenacity and experience of getting things done from the ground up
- Knowledge of African &/or Asian markets and experience of doing business across multiple regions
- Excellent written and verbal communication skills in English; similar skills in French would be a plus

SKILLS AND EXPERIENCE

To apply for this role, the following skills and experience are desirable:

- Possess relevant and diverse professional experience and knowledge in project finance or other finance, and Private-Public Partnerships at local and international levels, experience in international banking within and outside of Africa & Asia
- Educated to at least graduate degree level

Please send your CV and contact details to Justin Wharton who will contact you to discuss your application in more detail.



Contact: Justin Wharton

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Email: justin.wharton@millarcameron.com



WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.

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OXFORD

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