



## **LIBERIAN YOUTH ENTREPRENEURSHIP AND INVESTMENT BANK**

### **Assignment Title: CHIEF EXECUTIVE OFFICER**

Financing Agreement reference: **2100150043943**

Project ID No.: **P-LR-HB0-003**

Reference No. **LR-YEIB-001**

Issue Date: **July 4, 2025**

End Date: **July 25, 2025**

### **1. INTRODUCTION**

The Government of Liberia has received funds from the African Development Bank (AfDB) and intends to apply part of the funds for the recruitment of a Chief Executive Officer for the Liberian Youth Entrepreneurship and Investment Bank (YEIB) to be established. The Recruitment Committee hereby invites suitable candidates to indicate their interest for undertaking the aforementioned role.

### **2. BACKGROUND**

Liberia's youth entrepreneurship landscape faces several key challenges impeding the growth of youth entrepreneurship including: (1) a weak and highly fragmented early-stage business development ecosystem; (2) low-to-no access to finance for startups and MSMEs; (3) gaps in offering for startups and SMEs; and (4) difficulty in attracting investment (locally, regionally, and globally) for innovation<sup>1</sup>. To address market failures in the provision of financial and non-financial services, a Youth Entrepreneurship and Investment Bank (YEIB) will be established to provide financial and non-financial services to young entrepreneurs to start and build businesses.

The YEIB will aim to create dynamic ecosystem for youth entrepreneurship in Liberia by unlocking capital for youth, leveraging private sector investments, and offering technical support to address market gaps and capitalize on opportunities. Through this vision, the YEIB will aim to empower numerous young entrepreneurs, enabling them to establish, enhance, and expand their businesses while generating employment opportunities.

#### **2.1 The YEIB**

The YEIB will be registered and licensed as a non-bank non-deposit taking financial institution in Liberia. It will be set up as a parent company and will oversee the operations

---

<sup>1</sup> Market Assessment Study

of three funds, Investment Fund, Guarantee Fund and Technical Assistance Fund. The YEIB will aim to create dynamic ecosystem for youth entrepreneurship in Liberia by unlocking capital for youth, leveraging private sector investments, and offering technical support to address market gaps and capitalize on opportunities. Through this vision, the YEIB will aim to empower numerous young entrepreneurs, enabling them to establish, enhance, and expand their businesses while generating employment opportunities.

The three (3) core mandate of the YEIB include the following:

1. Management of an Investment Fund: This will involve deploying investments indirectly through impact, seed, and growth funds. Additionally, the YEIB may directly invest capital in promising MSMEs, including startups, with a focus on high growth potential.
2. Management of a Credit Guarantee Fund: The YEIB will raise and oversee a fund that provides credit guarantees to mitigate risks for financial institutions including banks and microfinance institutions, thus facilitating access to financing for youth-led businesses.
3. Provision of Technical Assistance and BDS Support: Through collaboration with third-party partners, the YEIB will offer technical assistance and business development support to young entrepreneurs, ensuring they have the necessary skills and resources to thrive.

## **2.2 The YEIB vehicles (SPVs):**

**YEIB Capacity building Trust (Private Foundation)** – It is the heart of the YEIB non-financial services. It will be established to (1) provide technical assistance to SMEs as part of effort to improve SMEs' technical, financial and managerial abilities and enhance their bankability and their investment readiness. This use of resources represents the bulk of the activity. The vehicle with also (2) strengthen the selected YEIB delivery partners, both non-financial (i.e. BDS providers) and financial (i.e. the PFIs) in areas such as financial literacy, fragility, climate and gender mainstreaming, as a way to enhance their services beyond business incubator and investment readiness for the target youth-MSMEs.

**YEIB Investment Fund (LLC)** – The investment vehicle provides long-term (LT) finance to SMEs in the form of equity or quasi-equity instruments, to allow them to start, grow and scale their businesses locally, regionally, and internationally. This LT-finance fills a major gap while the capital market evolves to host a number of asset allocators, for which this vehicle is set up to supporting.

**YEIB Risk Sharing Mechanism (LLC)** – The role of the Risk Sharing Mechanism (RSM) is to mitigate the risk of lending to MSMEs in the Liberian market. From a demand-side the RSM also serves to alleviate the collateral burden to the borrowers. This de-risking mechanism aims to incentivize financial institutions to increase their portfolio of youth-led businesses, with a special treatment of women-led and green businesses.

## **3. PURPOSE OF THE ASSIGNMENT**

The Chief Executive Officer (CEO) will be the head of the Management Team of YEIB Liberia and will be appointed by the Board of Directors of YEIB Liberia. The CEO will oversee the day-to-day activities of YEIB Liberia and be responsible for the efficient and effective delivery of the mandate of YEIB Liberia, its funds including achieving their targets.

The specific responsibilities of the CEO include but are not limited to the following:

- Responsible for the administration of the affairs of YEIB Liberia within established parameters and laws
- Serving as the principal representative of YEIB Liberia, the CEO will promote the policies and market the interests of YEIB Liberia to all stakeholders
- He/she shall ensure that YEIB Liberia and its funds remain compliant to all applicable regulatory policies, laws and frameworks
- He/she shall oversee the development and operationalization of strategic plans, policies, guidelines, bye-laws, and procedures for achieving the objectives of YEIB Liberia
- With the approval of the Board of Directors and in consultation with the management team, the CEO may enter into agreements, contracts, commit resources, etc, to achieve the plans, targets and objectives of YEIB Liberia.
- Ensure the establishment of effective management, internal control and coordination systems and mechanisms
- Provide effective direction and guidance to the day-to-day operations of YEIB Liberia
- He/she shall serve as Secretary to the Board of Directors and shall ensure the resolutions, policies, plans and directions of the Board are fully executed
- Oversee the development and operationalization of YEIB's performance management strategy including establishing performance standards, goals, rewards, penalties and compensation for personnel of YEIB Liberia
- Ensure the capitalization and recapitalization of each Fund
- Responsible for the regularization of each Fund registration and licenses
- Attracting partners, investors, institutions, to invest in the Funds
- Forge partnerships and lead resource mobilization efforts for YEIB Liberia and its funds
- Identify, develop and operationalize plans and systems for managing risks to YEIB Liberia
- Support the development and conduct of strategic studies, assessments and analyses that will inform the design and deployment of innovative products/services
- As the Chief Spokesperson of YEIB Liberia, ensure credibility and legitimacy in the provision of information including managing crisis
- Promotes a corporate culture and ethical practices ensuring zero tolerance for corruption, malfeasance, and other acts of misconduct.
- Perform any other duties as may be assigned by the Board of Directors

#### **4. QUALIFICATIONS AND EXPERIENCE**

The candidate must meet the following qualifications:

- A Masters' Degree in Banking, Investment, Finance and Management, Economics, Business Administration or related field
- At least 12 years of work experience in the financial sector, of which, 10 of those years must be in the Liberian Banking Industry
- Senior level management experience at a financial institution in Liberia or beyond
- Experience and demonstrated capacity to establish and manage corporate financial institutions
- Solid experience in providing financial solutions to MSMEs
- Experience in partnering with development finance institutions and/or international organizations in unlocking access to finance for MSMEs is an added advantage
- Must be fluent in English

## 5. EXPECTED DELIVERABLES

- Operationalization of YEIB Liberia
- Operationalization of the Investment Fund, Guarantee Fund and Technical Assistance Fund
- Ensuring the financial and economic viability of YEIB and the three Funds
- YEIB becomes an essential DFI addressing critical gaps in access to finance in Liberia
- Mobilization of additional capital for YEIB Liberia and each of the three Funds

The Recruitment Committee now invites eligible individuals to indicate interest in providing these services by submitting their Curriculum Vitae (CV), demonstrating experience in performing similar assignments with references and showing responsiveness to the qualifications requirements outlined in this REOI. Eligibility criteria and the selection procedure shall be in accordance with the African Development Bank's *"Procurement Policy Framework for Bank Group Funded Operations"* October 2015 which is available on the Bank's website at <http://www.afdb.org>.

Further information can be obtained at the address below during office hours, i.e. from 0900 to 1700 hours (GMT) on working days.

Expressions of interest must be delivered in a written form to the address below by either hard copy or email by 25<sup>th</sup> July 2025 @ 1700 hours (GMT) and mention **"Expression of Interest for Chief Executive Officer of the Liberian Youth Entrepreneurship and Investment Bank"**.

Attn.

The Chairperson

Recruitment Committee

Liberian Youth Entrepreneurship and Investment Bank

Monrovia, Liberia

Email: [recruitmentcommitteeib@gmail.com](mailto:recruitmentcommitteeib@gmail.com); [mewaseh76@gmail.com](mailto:mewaseh76@gmail.com); and copy [yeibliberia@gmail.com](mailto:yeibliberia@gmail.com)