



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

### **Assignment Title: DIRECTOR OF ENTERPRISE DEVELOPMENT**

Financing Agreement reference: **2100150043943**

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

Reference No. **LR-YEIB-004**

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 Director of Enterprise Development 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

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<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 will 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 Director of Enterprise Development (DOE) will be a member of the Management Team of YEIB Liberia and will be appointed by the Board of Directors of YEIB Liberia. The DOE will oversee the operationalization and management of the Technical Assistance Fund of YEIB Liberia and shall design and deploy appropriate capacity building programs to enhance young entrepreneurs' technical, financial and managerial capacities and improve their bankability and investment readiness. He/she will report to the Chief Executive Officer of YEIB Liberia.

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

- Responsible for the efficient operationalization of the Technical Assistance Fund
- Lead the development of strategic documentations for the sound management of the Technical Assistance Fund
- Oversee the design and deployment of YEIB Liberia's technical assistance to SMEs, Business Development Service Providers (BDSPs), Enterprise Support Organizations (ESOs), and Partner Financial Institutions (PFIs)
- He/she shall ensure that the Technical Assistance Fund remain compliant to all applicable regulatory policies, laws and frameworks
- Support the operations and activities of the Capacity Building Committee
- Ensure that decisions, directions and resolutions of the Capacity Building Committee are executed
- Develop criteria for selection of youth-led businesses and MSMEs to benefit from YEIB's technical assistance
- Identify training needs for youth-led businesses and MSMEs in Liberia
- Provide targeted training to selected youth-led businesses and MSMEs with the aim to enhance SMEs' technical, financial and managerial capacities and improve their bankability and investment readiness
- Develop and report on measurable indicators for assessing impacts of trainings
- Conducts professional appraisals of proposals, applications and expressions of interests for YEIB's technical assistance
- Develops procedures, systems and processes for the recruitment and management of YEIB non-financial delivery partners
- Monitor whether the performance of the Technical Assistance Fund meet the expectations and targets of the Fund
- Support MSMEs' linkages to markets, finance and investment opportunities
- Facilitate relationship with financiers (including debt, grant financing and equity financing) with the objective of leveraging finance to support SMEs meet market and buyer demands
- Actively seek linkages to various sources of finance and make regular referrals to financial institutions and grant facilities showcasing viable SMEs
- Facilitate SMEs relationship with potential investors
- He/she shall attract partners, investors, institutions, to invest in the Technical Assistance Fund
- He/she shall forge partnerships to mobilize additional capital for the Technical Assistance Fund
- Lead the communication and marketing of instruments and programs of the Technical Assistance Fund
- Undertake any other tasks as may be assigned by the CEO or the Board of Directors

#### 4. QUALIFICATIONS AND EXPERIENCE

The candidate must meet the following qualifications:

- A Bachelor's Degree in Business Administration, Finance, Management, Economics, or related field
- At least 7 years' experience in delivering business development/advisory services to MSMEs in similar context in the region; knowledge and experience of working in Liberia will be an added advantage
- Significant experience in entrepreneurship development, business growth, SMEs access to finance, markets and investments, and strengthening of BDS and enterprise support organizations
- Solid experience in capacity development of MSMEs, BDSPs, ESOs and financial institutions
- Experience in partnering with development finance institutions and/or international organizations in unlocking access to finance for MSMEs is an added advantage
- Experience in development of business plans and bankable proposals for SMEs
- Good understanding of the Liberian entrepreneurship ecosystem

#### 5. EXPECTED DELIVERABLES

- Operationalization and management of Technical Assistance Fund
- Regularization of licenses, and registration of Technical Assistance Fund
- Ensuring the financial and economic viability of the Technical Assistance Fund
- Mobilization of additional capital for the Technical Assistance Fund
- Efficient management of non-financial delivery partners

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 Director of Enterprise Development 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)**