



# FAGACE

FONDS AFRICAIN DE GARANTIE ET  
DE COOPERATION ECONOMIQUE

UNE INSTITUTION FINANCIERE AU SERVICE  
DU DEVELOPPEMENT DE L'AFRIQUE

## YOUNG PROFESSIONALS PROGRAM OF THE AFRICAN GUARANTEE AND ECONOMIC COOPERATION FUND (FAGACE)



## I. ABOUT FAGACE

The African Guarantee and economic Cooperation Fund (FAGACE) is an international financial institution specialized in the promotion of public and private investments.

Its mission is to contribute to the economic and financial development of its member states individually and collectively, by facilitating the financing and implementation of development projects through loan guarantees.

The 14 member States of FAGACE are: Benin, Burkina Faso, Cameroon, Central African Republic, Chad, Congo, Côte d'Ivoire, Guinea Bissau, Mali, Mauritania, Niger, Rwanda, Senegal and Togo.

The Fund's head office is located in Cotonou, Republic of Benin. It has two (2) regional representations located in Cameroon and Rwanda.

For more information on the environment, organization and the activities of the fund, please visit our website: [www.fagace.org](http://www.fagace.org).

## II. THE YOUNG PROFESSIONALS PROGRAM OF FAGACE

### Why a Young Professionals Program at FAGACE?

1. To establish a quality professional framework.
2. Make **young people** the protagonists of FAGACE's creed is to promote diversity, inclusion, equal opportunities, geopolitical, geographic and language balance. The **aims** of this Program oriented to **young people** are their professional integration and qualification process.
3. To train on the profession of loan guarantee.

The Young Professionals program targets young qualified graduates aged up to thirty (30) years old as of December 31, 2021. Applications will be analyzed by the FAGACE Selection Committee and only the best profiles will be selected. The relationship between FAGACE and the Young Professionals will take place within the framework of a professional internship of lasting up to 12 consecutive months.

The trainees of this program will be assigned on a rotating basis in the various FAGACE departments in order to become familiar with the functioning of each unit and to make valuable contributions.

They will report to Senior Staff who will serve as Mentors or Coaches within their administrative unit. Participation in the Young Professionals Program is not considered as a guarantee of permanent employment within the Fund. All vacancies are filled on a competitive basis as required by FAGACE procedures and eligible Young Professionals may participate, without restriction.

### **III- BENEFITS**

In accordance with the provisions governing the program, the Young Professionals are assigned to departments to meet specific needs and are not recruited to fill vacancies.

In addition, the Young Professionals will benefit during the program period from the following terms and conditions:

- A monthly internship allowance;
- A health insurance up to 80%;
- One week's hotel accommodation (nights) for foreign trainees who do not reside in Benin;
- An accommodation allowance for foreign interns who do not reside in Benin;
- A round plane ticket (**home country – Cotonou – home country**) for foreign trainees who are not resident in Benin;
- An access to FAGACE canteen, subsidized up to 80%.

This is the excellent opportunity FAGACE offers you through its Young Professionals Program. You are talented, natural leader, ambitious, with an outstanding academic background, and willing to discover an exciting job in a challenging and dynamic environment, with a strong development potential within a team of Experts where performance is the keystone, then apply to the FAGACE's Young Professionals Program!

This program is made for you. It will allow you to gain experience in a sector of activities in constant innovation, in addition to developing your leadership skills.

#### **IV. THE INTEGRATION PROCESS**

FAGACE's Young Professionals Program offers you a twelve (12) month opportunity to build a fulfilling career in a constantly evolving industry.

The first month will be devoted to the discovery of the different guarantee professions, with a rotation system that immerses you into the daily life of the teams. Mentors will be designated to accompany you in your discovery and facilitate your integration.

This support allows you to quickly become imbued with the FAGACE's corporate culture. Of course, FAGACE remains committed to the spirit of innovation and creativity.

At the end of this discovery period and depending on the profession, a project will be entrusted to you with the means at your disposal, under the supervision of a mentor who will be in charge of guiding you for six (6) months with monthly evaluations on the progress of the project. This will allow you to be oriented and to find solutions to the difficulties encountered.

At the end of the reference period, the project will be evaluated by a Committee before a decision is taken on its implementation. A second project will be suggested to the Young Professional, within the framework of the rotation.

#### **V. ELIGIBILITY CRITERIA**

Can apply to this program, candidates who are citizens of member States of the African Guarantee and Economic Cooperation Fund and who meet the following conditions:

- Be up to 30 years of age as of December 31, 2021;
- Hold a Bachelor's or Master's degree in Statistics, Economics, Econometrics, Financial Analysis, Accounting, Management Control, Computer Science, Web Design, Law (private and/or business), Human Resources, Logistics, Risks, Audit, with outstanding academic credentials;
- Have completed at least one (01) academic internship in the following fields: economics, statistics, finance, IT, accounting, web design, law (private and/or business), human resources, logistics, risks, audit;

- Ability to work effectively, in a team and under pressure in a multicultural environment;
- Be very passionate about African development issues;
  - Have leadership skills;
  - Good analytical and synthesizing skills, organizational skills, planning and priority setting;
  - Result-oriented with proven analytical skills;
  - Be a strong and innovative thinker;
  - Have a good command of French and English;
  - Be perfectly comfortable with information and communication technologies;
  - Be willing to settle for the period in Cotonou (Republic of Benin), FAGACE's headquarters country.

## **VI - APPLICATION FORM**

The application file to be sent to FAGACE includes:

- A motivation letter addressed to the FAGACE Managing Director
- A certified copy of degrees, and certificates ;
- A detailed Curriculum Vitae accompanied by relevant documents proving your technical capacities and acquired experiences. The contact information of your various employers must be mentioned on the CV, as well as the e-mail address and telephone number of three references people;
- A certificate of nationality;
- A birth certificate;
- A criminal record of less than three (3) months;
- A biographical sheet of the candidate to be filled in.

## **VII. RECRUITMENT PROCEDURE AND CRITERIA**

Pre-selected candidates on the basis of their applications will be invited to take written and oral tests at the Fund's headquarters in Cotonou or by videoconference. The recruitment tests and interviews will be designed to assess, among other things:

- technical knowledge,
- the candidates' potential,
- personality and degree of motivation,

- mastery of the computer tools,
- Linguistic knowledge and writing skills in the two (2) working languages of the Fund.

**NB: Acceptance of application will be extended from 1<sup>st</sup> to 20<sup>th</sup> April 2022 included. Only selected applicants will be contacted. Female applicants are strongly encouraged.**

For more information: [www.le-fagace.org](http://www.le-fagace.org)

Applications as well as questions related to the Young Professionals Program can be sent to:

African Guarantee and Economic Cooperation Fund  
298 CEN-SAD Boulevard  
Street 12 044 Cotonou  
01 BP 2045 Cotonou  
BENIN

Or by email at: [recrutement@fagace.org](mailto:recrutement@fagace.org)

To the attention of:

Managing Director of the African Guarantee and  
Economic Cooperation Fund