



ECOWAS BANK FOR INVESTMENT AND DEVELOPMENT (EBID), based in Lomé, Togolese Republic, is seeking to recruit a qualified person, who is citizen of the Community, to fill the following vacancy in the Professional Staff category:

Position	Main duties	Qualification, experience and skills
<p>ASSET AND LIABILITY MANAGEMENT OFFICER (Grade P3-1)</p>	<p><u>Job summary</u></p> <p>Develop and ensure the Asset and Liability Management functions of the Bank, including financial policies, financial modelling and projections and balance sheet management activities involving risks related to changes in interest rates, exchange rates and the liquidity position. Ensure comprehensive implementation of the Bank's ALM related policies and compliance with prudential limits and provide strategic advisory support to the ALM Committee to maintain the Bank's financial stability and optimize its risk-return profile.</p> <p><u>Responsibilities</u></p> <ul style="list-style-type: none"> • Identify, measure and report financial risks exposures, measured and propose, where necessary, mitigation actions. • Design and maintain comprehensive tools and methodologies for assessment of all financial risk categories, ensuring integration with balance sheet and off-balance sheet items. • Conduct ongoing monitoring and analysis of the bank's balance sheet and off-balance sheet, including interest rate sensitivity and funding liquidity. 	<p><u>Educational Qualification</u></p> <ul style="list-style-type: none"> • Master's degree in finance, Economics, Risk Management, Financial Engineering, Mathematics, or related quantitative field. <p><u>Professional Experience</u></p> <ul style="list-style-type: none"> • 7 years work experience of which a minimum of 5 years in ALM, Market and treasury and related areas within banking or development finance institutions preferably. Experience must demonstrate mastery of main financial risks management (interest rate, liquidity, FX). • Understanding of banking regulations and standards • Knowledge of financial markets and the behavior of interest rates, currencies, and other factors that affect the bank's assets and liabilities • Keeping up to date with changes in the financial market, regulatory environment, and industry best practices



	<ul style="list-style-type: none"> • Monitor market developments and adjusting ALM strategies as needed to maintain a sound balance sheet. • Perform regular stress tests and scenario analyses to assess the potential impact of market changes on the bank's balance sheet. • Provide analytical expertise for assessing the financial impact of various products, strategies, initiatives on the Bank. • Develop Financial Risk parameters, procedures, policies and ensure there are maintained within Board approved limits and the Asset and Liability Management Committee guidelines. • Contribute to, and lead where appropriate, the elaboration of various policy, strategic and operational documents of the Bank. • Develop and produce quarterly risk management information (i.e., inter alia: interest rate and currency risk reports, financial projections, liquidity) for the Asset and Liability Management Committee, in support of strategic decision-making for the management of the balance sheets of Bank. • Design/ maintain early warning financial risks indicators. 	<ul style="list-style-type: none"> • Excel (including VBA), Statistical softwar (R, Python...), Power point • Excellent analytical skills. • Manage the bank's balance sheet and ensuring that it is in compliance with regulatory requirements and internal policies • Strong communication and interpersonal skills • Collaboration: Team player with ability to influence without direct authority; ability to work effectively with different departments within the bank.
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❖ **OTHER REQUIREMENTS**

- Be a national of one of the ECOWAS Member States;
- Must not be above 50 years at the time of recruitment;
- Have sound knowledge of computer tools (Word, Excel, Access and Power Point);
- Written and Spoken Languages: English (Required), French (Advantage) and Portuguese (Advantage)

❖ **APPLICATION MUST INCLUDE THE FOLLOWING:**

- A detailed curriculum vitae,
- A cover letter,



BANQUE D'INVESTISSEMENT ET DE DÉVELOPPEMENT DE LA CEDEAO
ECOWAS BANK FOR INVESTMENT AND DEVELOPMENT
BANCO DE INVESTIMENTO E DE DESENVOLVIMENTO DA CEDEAO

- Copies of academic and professional certificates,
- A copy of national identity card or passport,
- A copy of birth certificate.

Interested candidates should submit by email, their applications to recrutbidc@bidc-ebid.org, no later than **April 30, 2026**, with the subject “**Application – ALM Officer**”.

N.B.: Only shortlisted candidates will be invited for interview. EBID reserves the right to withdraw the notified vacancy or offer position at a lower grade. Female applications for EBID jobs are strongly encouraged.