

VACANCY ANNOUNCEMENT

SENIOR INTERNAL CONTROLLER

Position:	Senior Internal Controller
Reports To:	Group Chief, Internal Controller & Compliance Officer (Group CIC&CO)
Location	Nairobi, Kenya

About African Guarantee Fund (AGF)

The African Guarantee Fund (AGF) is a Pan-African non-bank financial institution whose primary mandate is to assist financial institutions (FIs) in Africa to scale up their SME financing initiatives. AGF contributes to the promotion of economic development, vital for the prosperity, stability and poverty reduction in Africa through provision of a mix of financial guarantees and other products which will reduce the risks supported by financial sector lending to SMEs that have insufficient collateral and support for capacity development of the partner financial institutions.

AGF is rated 'AA-' by the globally renowned Fitch Ratings Agency.

Position Summary

The Senior Internal Controller supports the strengthening of AGF's Group-wide internal control environment through the delivery of risk-based internal audit services (assurance and advisory) and compliance activities. Working under the supervision of the Group CIC&CO, the role holder will lead and execute audit and compliance engagements, monitor the implementation of recommendations, and promote a culture of sound governance and control across the organisation.

Key Responsibilities

Audit Planning & Execution

- Contribute to the development and continuous updating of the annual risk-based audit plan and audit programmes
- Lead and/or execute scheduled assurance and advisory engagements at Group and subsidiary levels as assigned
- Evaluate the effectiveness and efficiency of internal controls, governance structures, and risk management processes
- Prepare clear, well-evidenced audit reports, document findings, management responses, and supporting evidence

Compliance & Policy

- Review AGF's compliance framework against applicable laws, regulations, and international best practice
- Monitor and report on adherence to AGF's policies and procedures, supporting management in addressing gaps
- Perform compliance activities in line with the company's compliance framework as required

Follow-up & Continuous Improvement

- Track and follow up on the implementation of audit recommendations to ensure timely and effective remediation
- Lead cross-functional projects aimed at improving internal controls and risk management practices
- Monitor changes in business processes and systems and provide timely guidance to internal stakeholders

Stakeholder Engagement & Culture

- Support operational departments in embedding a strong internal control culture
- Supervise junior team members as required and contribute to their development
- Prepare weekly, monthly, and quarterly activity reports for the Group CIC&CO

Required Qualifications & Experience

Education

- Bachelor's degree (minimum) in Audit, Compliance, Risk Management, Finance, Law, or a related field
- Master's degree is an advantage

Professional Certification (at least one required)

- Certified Internal Auditor (CIA)
- Certified Fraud Examiner (CFE)
- Certified Information Systems Auditor (CISA) (*preferred*)
- Or equivalent relevant professional qualification

Experience

- Minimum 7 years of relevant experience in internal audit, compliance, or risk management within financial services, consulting, law firms, or development finance institutions
- At least 2 years in a Big 4 audit firm is an advantage
- Demonstrated experience working in or with African markets

Technical Knowledge

- Strong command of Global Internal Audit Standards (GIAS)
- Working knowledge of AML/CFT frameworks, data protection regulations, and fraud management
- Familiarity with IT/IS audit and information security standards
- Proficiency in audit and GRC software and Microsoft Office Suite

Languages

- **Full professional proficiency in both English and French is required** — AGF operates across Anglophone and Francophone Africa

Competencies & Personal Attributes

- Advanced analytical and critical thinking skills with strong attention to detail
- Sound judgement and the ability to manage multiple engagements under pressure
- Excellent written and verbal communication and presentation skills
- Strong interpersonal skills and ability to influence without authority
- Ability to work effectively in a multicultural, multi-country environment
- Self-driven, with a high degree of professional integrity
- Willingness and ability to travel across Africa as required

Terms of Offer

African Guarantee Fund for Small and Medium-sized Enterprises (AGF) is an equal opportunity employer and offers a regionally competitive salary with an excellent benefits package. AGF prides itself on its collegial, supportive and gender-sensitive working environment and believes that staff diversity promotes innovation and excellence.

Women candidates are strongly encouraged to apply.

Privacy notice

When you choose to apply for this position, be informed that you might be required to share with AGF some personal data about you such as your name, address, country of residence, resume, diplomas, certificates, email address, etc. This information enables us to process your application and communicate with you when required.

Your personal data internally may be used by the HR department, Hiring Department and any related functions involved in the recruitment process. AGF might share your personal data with third party services providers or agents to perform certain processing activities on behalf of AGF. We will not sell, rent, or lease your personal data to third parties. We require these service providers to protect your personal data diligently.

We will only release your personal data if so required by law, where necessary for preventing or combating fraud, where necessary for dispute resolution or for any other pressing legitimate need which under the circumstances must outweigh your privacy interests, such as the security or our business and the safety of our staff.

If you choose to apply for this position, you authorize AGF and its staff to collect, store, use, disclose and otherwise process your personal data in connection with the purposes as described above.

Applications

All applications should be sent via email, attaching your resume and cover letter summarizing your relevant work experience, name and contact information of 3 referees that are familiar with your professional qualifications and work experience to:

recruitment@africanguaranteefund.com

All applications should be clearly marked on the subject line: "**AGF - Application for Senior Internal Controller Position**" and will be considered until **3rd April 2026** or until the position is filled.

Only short-listed applicants meeting the above requirements will be contacted.

We invite you to learn more about us at: www.agf.africa.