



GENERAL MANAGER (M/W/X)

Job offer

microStart is looking for its future General manager.

About microStart

As a leading microfinance institution in Belgium, microStart supports and grants microcredit to (future) entrepreneurs who do not have access to financing from the traditional banking sector. Today, microStart is one of the most dynamic and innovative European players in the field of microcredit.

Since the creation of microStart in 2011, more than 9000 people have been supported and 4900 people have been financed and 6780 microcredits have been granted for 56M€ disbursed. In 2022, microStart supported 1460 people and financed 555 entrepreneurs. Our latest impact study showed that 70% of starters are still in business after two years, and that each funded entrepreneur creates on average 1.6 jobs.

LOCATION

Brussels

Regular travel throughout Belgium to our various agencies and partners.

JOB DESCRIPTION

RESPONSIBILITIES

You will be general manager of microStart, running the two entities (Cooperative and ASBL), as one, under the supervision of the Boards of Directors. microStart is helping future entrepreneurs with no or limited access to classical banks, to start their business with accompanied loans.

With two other managers (the Sales part & the Fin, Risk & Admin pole), you will manage a team of 30/40 employees and 100 volunteers.

You will focus on the change needed to shape the organization in a more result oriented modus, on fundraising to support the activity and keeping motivation up in your teams. This will be an important journey for this organization.

WWW.MICROSTART.BE



welcome@microstart.be
+32 2 888 61 00





microStart is all about balancing the commercial spirit to help those entrepreneurs and keep your risk cost at a reasonable level. So your management will be oriented towards production of loans and risk rate.

As it is a rather small organization you will be in charge of the policies and their implementation within the boundaries of the strategy adopted by the Board of Directors.

You will have an important role of representation of microStart in the political and corporate world for both advocacy of microfinance and the search for subsidies, but also as a role model for your teams.

SKILLS - KEY

- Proven leadership skills to transform microStart : healthy growth of the business, implement cost reduction plan, shape an entrepreneurial culture.
- Driven by social impact : embodies the values and purpose of microStart and able to inspire the team of employees and volunteers.
- Growth and result oriented.
- Entrepreneurial / autonomous / decision making

SKILLS - OTHER

- Business development mindset with proven track record
- Stakeholder management : employees, volunteers, partners, clients , authorities , Board members
- Management by example
- Maturity / experience and at the same time a youthful spirit
- Experience in social sector is a plus
- Good written and oral knowledge of FR/NL

APPLY

Please send your resume and cover letter to carine.denys@bnpparibasfortis.com before the 30th of March with the subject "General Manager 2023". The interviews will be held in April.

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