

Job Description



1. JOB DETAILS:	
Position Title:	Associate Director - SME
Reports to:	Director & Head - SME
Department:	Northern Arc Capital Ltd
Location:	Delhi/ Mumbai/Chennai

2. Organizational Overview:
Northern Arc Capital's mission is to provide efficient and reliable access to debt capital markets for institutions that impact low income households. These include rural & urban micro finance institutions, retail NBFCs, and housing finance companies. Northern Arc Capital connects these institutions with capital markets and investors such as banks, insurance companies, and mutual funds through financial tools such as securitization, credit enhancement and debt structuring.

3. JOB OBJECTIVE:
<p>SME lending is the new frontier identified by Northern Arc Capital as part of its strategic vision to provide efficient and reliable access of capital markets to the un/underserved segments. As one of the highest potential growth areas of the organisation, SME is fundamental to the Northern Arc Capital's strategy of taking its footsteps to the last mile to facilitate financial inclusion/ diversification in the SME space through innovative, structured and plain vanilla products and services. Our aim is to become the preferred partner in the SME space for our Customers by providing adequate and timely credit to credible SMEs at affordable price through technology enabled systems and processes in an efficient manner.</p> <p>Our role in supporting businesses and lending to our customers in the SME domain shall be key in articulating our broader support and role in India's economic growth story which hinges to a great degree on the sustainable growth of SMEs. In this context, Northern Arc Capital intends to be a real partner to the SMEs with appropriate credit and value-added advisory and customised product offerings leveraging our strength as lender and as a credible link between the originator(s) and the investor(s). Northern Arc Capital intends to play a disruptive role in the SME domain both from customer and investor perspective by not only doing direct funding/ on book lending but by also partnering with like-minded domestic and international institutions/entities for direct/indirect participation backed with credit enhanced structures and Northern Arc Capital's seal of trust/expertise in credit underwriting. This is an exciting opportunity to join the founding SME Client relationship management team responsible for identifying client needs and developing strategies and solutions to address them, leveraging products, policies and partner support as appropriate.</p>

4. KEY ACCOUNTABILITIES:
Description
Northern Arc Capital is looking for Associate Director - SME with 5-10 years of experience who will be a part of the SME Business team. The Associate Director - SME will be primarily responsible for end to end managing of SME business in the respective Zones from sourcing to collections. The Associate Director shall handle the business requirement of the zone in a SBU format ensuring consistent and professional approach in the delivery of financial services to SMEs across all products of Northern Arc Capital. His

delivery/role requirement would encompass the following:

Business Side

- Responsible for meeting the Zonal P& L and credit quality targets ; co-own all team targets
- Should be a go-getter, guide and motivate team members in achieving business targets; implement performance measures (scorecard) to track and monitor business performance
- Help with executing and managing the SME strategy and operational business plan, taking into account the market opportunities/growth potential, competitor activity, existing capabilities and risk appetite
- Advise on SME market analysis and segmentation, SME financial products, SME credit risk evaluation processes, and loan collections & sound recovery procedures within the legal framework.
- Steering the policies/products through credit committee and presenting the case to the committees for approval/ sanction.
- Proactively network/ liaise with promoters, bankers /NBFC/FIs , investment entities to understand strategy implications, collect market intelligence, identify new business opportunities and provide status reports
- Identify the geography, location for business including supervising for setting up of sales/relationship , credit, monitoring infrastructure at decentralised level
- Monitoring, supervising and reporting on on-going SME operations; measuring and analysing results, outcomes and impact of the SME operations
- Identify early warning signals in the portfolio and take adequate course corrective measures in a timely fashion
- Work with SMEs on acquiring required data and information on an ongoing basis for purposes of developing/refining internal risk models.

Product/Strategy/Process side

- Work with Head SME business on designing and conducting market research and analysis to understand implications to business and to identify new business development opportunities in line with organisation's strategy
- Identify new product opportunities and undertake feasibility analysis to quantify and forecast the likely impact and align the same with the business plan
- Assist with the development of and implement Northern Arc Capital's new product / Go -to - markets strategy in collaboration with relevant teams
- Facilitate the development of policies and processes to support implementation of new products within the bank including on the IT/digital platform
- Co-ordinate key internal and external stakeholder groups, including existing clients to test assumptions, and define/improve new products
- Contribute for development, implementation and continuous improvement of SME lending methodologies, risk management, strategy , systems, policies, processes and practices to support business planning pertaining to the SME sector
- Identifying potential collaborating partners for successful financing of SMEs and developing a leading knowledge database on SME financing solutions and best practices in risk management strategies

As Team Lead

- Supervise and Manage new client acquisition and relationship handling of existing pool of customers and co-own team targets on all parameters
- Define and implement team structure in alignment with the market and internal requirement

- Ensuring adequate monitoring of the clients/benchmarking with the industry/peers and responsible for the health of the portfolio.
- Ensuring rigorous tracking and analysis of financial and operational performance of clients on an on-going basis
- Supervising for development of direct network of promoter driven/ professional companies as clients in SME & mid Corporate business and service their requirement through team
- Supervising for development and maintenance of network of DMAs/partners/consultants for effective sourcing of transactions/clients

5. PERFORMANCE INDICATORS:

- Good knowledge of bank credit risk management policies, procedures and best practices in lending to SMEs;
- Outstanding analytical faculties and an affinity for numbers; strong understanding of corporate credit analysis, Cash Flow Based Analysis and Products structuring for SMEs.
- Strategic thinker with proven ability to manage people, processes and projects to achieve developmental objectives in line with operational guidelines;
- Independent, pro-active and able to work well under pressure & within teams;
- Ability to communicate (both written and verbal) ideas clearly and confidently, articulate issues and recommend solutions;
- Willingness to travel extensively, including in Tier III and Tier IV geographies
- Demonstrated knowledge of business and product development, applied in a commercial banking environment
- Ability and willingness to make decisions and be accountable
- Ability to build a performance based culture and make people accountable

6. SPECIFICATIONS: QUALIFICATIONS, EXPERIENCE, & COMPETENCIES:

Minimum Qualifications:

- CA/MBA / Post Graduate in Management from a premier institute

Minimum Experience:

- 5-12 years of relevant experience in Sales and relationship management, debt origination, credit analysis, financial modelling with at least 5 years in team lead capacity
- The candidate should have exposure to working with wholesale banking, SMEs /Mid Corporate/ Business Banking/Corporate Finance function in India.