

## Eco-Social Development Organization (ESDO)

### Head of Micro Finance (HMF)

#### Summary

Vacancy: **01**

Age: **At most 50 years**

Location: **Dhaka, Rangpur, Thakurgao...**

Salary: **Negotiable**

Experience: **12 to 15 years**

Published: **04 May 2026**

#### Requirements

##### Education

- Master's degree in Finance, Economics, Business Administration, Development Studies, or related field
- Advanced training/certification in Microfinance or Financial Management will be an added advantage

Application Deadline : **14 May 2026**

##### Experience

- 12 to 15 years
- The applicants should have experience in the following business area(s): NGO

##### Additional Requirements

- Age At most 50 years
- For highly experienced candidates, age may be relaxed.
- Minimum 12–15 years of experience in microfinance/financial inclusion
- At least 5 years in senior leadership position
- Proven track record in managing large-scale MF operations
- Strong experience in digital MF systems and compliance
- Strategic thinking and leadership
- Strong financial and analytical skills

- Excellent communication and negotiation ability
  - Integrity, accountability, and ethical leadership
  - Crisis management and problem-solving skills
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## Responsibilities & Context

ESDO was established in 1988 with the aim of supporting poor and marginalized people affected by the devastating flood and gradually moving towards achieving a broader vision of achieving sustainable, secured, and resilient livelihoods for these poor and marginalized people through improving their overall sustainable development. For the last more than three and a half decades of its development journey, ESDO has set an outstanding example of a sustainable development model for the underprivileged communities of Bangladesh. ESDO has been working in the country's primarily unserved and underserved locations, nurturing a community-focused participatory approach and people's ownership. Consequently, the ESDO's working area has already established an enabling environment. We have made notable achievements in livelihood improvement, food security and nutrition, education, women's empowerment, health, the promotion of children's rights, adolescent and youth engagement, and the rights of ethnic minorities. During this long span, we have adapted to the changing situation and provided the most time-bound effective services, especially to the poor and disadvantaged people. Considering the government's development policies, we are currently implementing a considerable number of projects and programs, including a microfinance program, through a community-focused and people-centered approach to accomplish the government's development agenda and the Sustainable Development Goals (SDGs) of the UN as a whole. One of the most dynamic organizations, ESDO, is expanding its development interventions across 422 upazilas under 56 districts of Bangladesh, thereby reaching over 15.73 million impoverished and vulnerable individuals.

Eco-Social Development Organization (ESDO) is a leading national NGO in Bangladesh, working since 1988 with a strong commitment to human dignity, social justice, and sustainable development. With operations across the country, ESDO has established itself as a pioneer in microfinance, livelihood development, and inclusive economic empowerment.

### Position Overview

ESDO is seeking a dynamic, visionary, and results-driven professional to lead its microfinance program at the national level. The Head of Microfinance will be responsible for strategic leadership, operational excellence, digital transformation, financial growth, and ensuring compliance with regulatory frameworks.

**Location:** Dhaka/Thakurgaon/Rangpur with frequent field visits nationwide

## Key Responsibilities


- Provide strategic leadership for the overall microfinance program
- Ensure portfolio growth, sustainability, and risk management
- Lead digital transformation initiatives (SISTE, cluster-based mapping, smart monitoring systems)
- Ensure high operational performance (OTR, PAR, savings, loan portfolio growth)
- Strengthen monitoring, compliance, and anti-corruption mechanisms
- Supervise zonal and branch-level management teams
- Develop innovative financial products and inclusive financing models
- Ensure compliance with MRA, PKSF, and donor requirements
- Build partnerships with national and international stakeholders
- Report directly to the Executive Director

## Key Performance Indicators (KPIs)

- Portfolio growth and sustainability
- OTR  $\geq$  98%, PAR  $\leq$  5%
- Expansion of outreach and financial inclusion
- Digital system implementation and efficiency
- Staff performance and retention

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## Skills & Expertise

Suggested by 

Analytical Skill

crisis management

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## Compensation & Other Benefits

- Highly competitive salary package (negotiable based on experience)
- Performance-based incentives
- Provident Fund, Gratuity, Insurance
- Official vehicle and communication facilities
- Opportunity to lead one of the largest MF programmes in Bangladesh

## Workplace

Work at office

## Employment Status

Full Time

## Job Location

Dhaka, Rangpur, Thakurgaon

## Job Highlights

The Head of Microfinance will be responsible for strategic leadership, operational excellence, digital transformation, financial growth, and ensuring compliance with regulatory frameworks.

## Read Before Apply

Eco-Social Development Organization (ESDO) follows a zero-tolerance policy against all forms of inhumane behavior, including child and youth abuse, gender-based violence, extremism and terrorism, corruption, sexual harassment, sexual misconduct, sexual exploitation, and abuse. If there is any evidence of your involvement in such behavior in your personal life or at any of your previous workplaces, you are kindly requested not to apply for this position. If any false information or such misconduct is discovered after appointment or during the period of employment, ESDO will take appropriate action in accordance with its internal policies and the prevailing laws of the Government of Bangladesh.

## Apply Procedure

### Hard Copy

Interested candidates are requested to submit their resumes through the ESDO online career portal (<https://esdo.net.bd/career/>) by 5.00PM on 14/05/2026.

Only shortlisted applicants will be contacted and called for an interview.

Equal opportunity and promoting women & children`s rights are mandates of ESDO.

## Company Information

Eco-Social Development Organization (ESDO)

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### Address:

ESDO House, House # 748, Road no: 08, Baitul Aman Housing Society, Adabar, Dhaka-1207, Bangladesh

### Website:

<https://esdo.net.bd/career/>**Report this Job / Company (রিপোর্ট)****▲ রিপোর্ট**

এই চাকরির জন্য বিজ্ঞাপনদাতা ব্যক্তি/প্রতিষ্ঠান আপনার কাছ থেকে কোন অর্থ চাইলে কিংবা নিয়োগ প্রক্রিয়া চলাকালীন কোন প্রকার হয়রানিমূলক (শারীরিক/মানসিক) আচরণ করলে অতিসত্ত্বর আমাদেরকে জানান অথবা জবটি রিপোর্ট করুন। চাকরি পাওয়ার জন্য কোন ব্যক্তি/প্রতিষ্ঠানকে অর্থ প্রদান করবেন না। চাকরিকালীন কোন প্রকার হয়রানির (শারীরিক/মানসিক) সম্ভাবনা থাকলে সেখানে জয়েন করবেন না। কোন প্রকার অর্থ লেনদেন বা নিয়োগদাতা কর্তৃক হয়রানির দায়িত্ব বিডিজবস বহন করবে না।

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