



Eco-Social Development Organization (ESDO)

Regional Manager

Application Deadline : **14 May 2026**

Summary

Vacancy: **04**

Location: **Anywhere in Bangladesh**

Experience: **8 to 10 years**

Age: **At most 45 years**

Salary: **Negotiable**

Published: **04 May 2026**

Requirements

Education

- Master's degree in Finance, Economics, Business Administration, or related field

Experience

- 8 to 10 years
- The applicants should have experience in the following business area(s): NGO

Additional Requirements

- Age At most 45 years
- For highly experienced candidates, age may be relaxed
- Minimum 8–10 years of experience in Micro Finance sector
- At least 3–5 years in supervisory/management role
- Strong experience in field operations and branch management
- Strong leadership and team management skills
- Field-oriented problem-solving ability
- Good analytical and reporting skills
- Excellent communication and coordination ability

- Integrity and accountability

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 to promote human dignity, social justice, and sustainable development. ESDO operates large-scale microfinance programmes nationwide with a strong focus on financial inclusion, digital transformation, and community empowerment.

Position Overview

ESDO is seeking a competent, results-oriented, and field-driven professional for the position of Regional Manager to oversee and strengthen Micro Finance operations at the regional level. The incumbent will ensure high-quality programme implementation, portfolio growth, compliance, and performance management across branches.

Key Responsibilities

- Lead and supervise Area and branch operations within the assigned region
- Ensure achievement of loan disbursement, recovery, savings mobilization, and outreach targets
- Maintain OTR $\geq 98\%$ and PAR $\leq 5\%$
- Implement and monitor cluster-based digital MF system (SISTE, GIS tracking)
- Strengthen discipline, compliance, and anti-corruption measures
- Monitor performance of ZM, Branch Managers, AMs, and Field Officers
- Conduct regular field visits, audits, and performance reviews
- Identify operational gaps and ensure timely problem-solving
- Ensure proper implementation of organizational policies and MRA guidelines
- Prepare and submit regional performance reports to higher management
- Support staff development, training, and retention

Key Performance Indicators (KPIs)

- Portfolio growth and sustainability
- High recovery rate (OTR $\geq 98\%$)
- Controlled portfolio risk (PAR $\leq 5\%$)
- Savings growth and client outreach
- Staff performance and retention
- Digital system compliance

Compensation & Other Benefits

- Attractive and competitive salary package (negotiable)
- Performance-based incentives
- Provident Fund, Gratuity, Insurance
- TA/DA and field allowances
- Career growth opportunities within a leading national NGO

Workplace

Work at office

Employment Status

Full Time

Job Location

Anywhere in Bangladesh

Job Highlights

ESDO is seeking a **competent, results-oriented, and field-driven professional** for the position of **Regional Manager** to oversee and strengthen Micro Finance operations at the regional level.

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/>

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