



## **ILCU Foundation Coaching Programme 2019 and 2020**

### **The Gambia and Sierra Leone**

**Wanted:** Credit Union volunteers to participate in the Gambia & Sierra Leone Coaching Programme

***The Assignment: The Irish League of Credit Unions Foundation (ILCU Foundation) is seeking to recruit Irish credit union volunteers to provide support and mentoring to the credit union movement in the Gambia & Sierra Leone participating in a two week visit. The ILCU Foundation is recruiting for both 2019 and 2020. The coaching programmes will take place in the first quarter of each year. Coaches may be presented with the opportunity to return again for a second visit.***

#### **What is the Gambia & Sierra Leone Coaching Programme?**

The Coaching Programme is designed to provide on-site support to credit unions through the provision of demand-driven technical support. The technical support will be provided by the volunteer coaches who are typically senior management staff sourced from credit unions in Ireland. The volunteer coaches will provide technical assistance to their counterparts in Sierra Leone and The Gambia.

#### **When does the Gambia & Sierra Leone Coaching Programme take place?**

The field visit will take place in the first quarter of 2019 or 2020, with pre-departure training and a briefing in the ILCU Foundation office in Dublin during the previous autumn.

#### **What's the benefit of getting involved?**

Learning. Adventure. Personal Satisfaction. Motivation.

Previous coaches report that the coaching programme is an adventure that affords them the opportunity to learn about African culture, as well as understanding the skills needed to develop credit unions and communities in Africa. Many come home with ideas they would like to apply to their work in Ireland. Previous coaches have reported personal satisfaction and renewed motivation in imparting skills and training to other credit unions. They enjoyed supporting other credit unions in facing their challenges.

#### **What commitment is required from successful applicants?**

The coaches will be required to carry out a two week field visit in the first quarter of 2019 or 2020 in accordance with agreed terms of reference. There will also be a requirement to attend pre-departure training in Dublin, prepare training materials in advance of the visit and attend debrief meetings in The Gambia & Sierra Leone and Dublin. The coaches will work in teams of two for the duration of field visit. Week 1 of the visit will involve a regional thematic training workshop designed to address the priority needs of the Gambian & Sierra Leonean credit unions. Week 2 will involve visits to two targeted credit unions, with each coaching team spending two days in each credit union.

The successful candidate's credit union will be kindly requested to contribute €2,000 towards the cost of the coaching programme. The volunteer can fundraise a portion of this contribution if they wish.

### **What support will be provided to the coaches?**

ILCUF, in partnership with the Gambian and Sierra Leonean apex bodies, will:

- Book flights, accommodation travel insurance
- Organise logistics including in-country transportation and venues for regional trainings
- Support the coaches in planning the regional training workshops and the individual credit union visits
- Arrange pre-trip briefings in Ireland, including cultural training
- Provide a staff member to accompany the coaches in the Gambia and Sierra Leone
- Liaise with the Gambian and Sierra Leonean credit union movement.

### **What qualifications are necessary to apply?**

The selected coaches will be well rounded and experienced credit union generalists, with an ability to offer advice and assistance on all aspects of primary credit union management. Topics to be covered will be driven by the needs of the Gambian and Sierra Leonean credit unions and may include governance, risk management, internal controls/monitoring, financial management and human resource development. Candidates should be flexible, able to think on their feet and have a broad range of experience to draw on.

### **Essential requirements:**

- Background in credit union senior management team - ideally a credit union manager or assistant manager
- At least 3 years credit union senior management experience
- Willing to travel to remote areas and stay in basic accommodation for a portion of the trip
- Good physical health
- Excellent communication and interpersonal skills
- Willing to share their experiences upon return to Ireland

### **Desirable but not essential:**

- An interest in international development
- Previous experience travelling to a developing country
- Volunteering experience

### **How do I apply?**

Please complete the application form and return to Irina Ignatieva by:  
email [foundation@creditunion.ie](mailto:foundation@creditunion.ie) or post: ILCU Foundation, 33-41 Lower Mount Street, Dublin 2.

*\* The closing date for applications is **Friday 17<sup>th</sup> August 2018**\**

### **When will I know if my application has been successful?**

The ILCU Foundation will review every application and select short-listed candidates for interviews. All interviewees will receive notification of acceptance/non acceptance by w/c 27th August 2018.

Please download the **application form** [HERE](#).