



Job Announcement

MOHANOKOR Microfinance Institution Plc is a financial institution in the provision of inclusive financial services to poor people within operation areas in 25 provinces and cities in order to contribute to the social economic development in Cambodia. To respond with rapidly growth of institution, we are looking for the qualified applicants for the vacant position as Senior Performance Management Officer - 01 Post based in Head Office.

❖ Job Responsibilities:

- Monitoring on Performance of Relationship officer, Senior/Branch Manager compare with Plan both in Probation and full contract.
- Monitor on Performance of Branches by indicators such as Cost to income, Operating cost, Yield, Profit and Loss, ROA.
- Monitoring on Productivities of Branches compared with projection plan focusing on Loan portfolio Outstanding, Clients, Loan Disbursement, Loan Quality and Saving Deposit.
- Monitoring on Productivities of Branches Achievement compared with KPIs.
- Monitor and evaluate on BM's and RSM's knowledge on function Management (POLC).
- Monitor on managing and leading of Employee capacity (Dividing of operational area, strengthening of staff capacity, Team work of management with employee).
- Coordinate annual staff performance appraisal (PPA).
- Develop criteria for staff promotion and implementation of staff senior principle for all levels.
- Follow up PA probation & take request for take action for not pass probation.
- Prepare monthly report for line Manager.
- Keep data record accurately and on time.
- Other task assign by supervisor.

❖ Job Requirement

1. Graduated Bachelor degree of Business Administration in Management, Accounting, Finance and Banking, Economics and other field relevant.
2. Minimum 02 years working experience in performance appraisals for Banks and/or MFIs.
3. Good knowledge of numerate, accurate and comfortable when dealing with high volumes of data in both graphical and tabular.
4. Good interpersonal, communication, judgement and decision making, complex problem solving, critical thinking skills, and the ability to negotiate at all levels throughout the authority.
5. Able to work and have a spiritual of working as a team.
6. Fluent in English, both written and verbal.
7. Competent in the use of Computer literacy (Ms. Office).
8. Good integrity, positive attitude, helpful, high commitment, competence and motivation.

➤ How to apply

- Interest candidates can be send an application with detailed CV to MOHANOKOR through E-mail address: recruitment@mohanokor.com or direct address #24, Yothapol Khemarak Phoumin Blvd (271), Sangkat Ou Baek K'am, Khan SenSok, Phnom Penh, Kingdom of Cambodia.
- Only short-listed candidates will be contacted for an interview
- For more information, please contact phone or Telegram: 087 999 291 / 087 999 221.

Thank You!