



EXPRESSION OF INTEREST

GOVERNANCE TRAINERS FOR THE SAVINGS AND CREDIT COOPERATIVE SOCIETIES (SACCOS)

1.0 INTRODUCTION

Savings and Credit Cooperative Union League of Tanzania (SCCULT (1992) Ltd) is the apex body for Savings and Credit Cooperative Societies (SACCOS) in Tanzania Mainland. The aim of SCCULT (1992) Ltd is to combine efforts of SACCOS in Tanzania mainland and enhance their operations through availability of different services aimed at building the capacity of its members. Services of SCCULT (1992) Ltd include Loan to members through Central Finance Facility (CFF), Capacity Building and Training, Legal Services, Internal Audit services, Core SACCOS System (Information and Communication Technology), Research and Consultancy.

In strengthening its capacity building services, SCCULT (1992) Ltd with collaboration with our partners DSIK we are looking to have a pool of trainers on Governance for SACCOS.

2.0 OBJECTIVE

For many SACCOS, good governance has been found to be very challenging. This has significantly affected operations due to lack of clear understanding of roles and responsibilities of different players, including board members, management team and members and lack of accountability, among many other factors. The objective of having a pool of Trainers on Governance is to enable SCCULT (1992) Ltd to have qualified and competent trainers on governance that can be used to train SACCOS when needed, to strengthen their understanding on issues of governance and sharpen their leadership skills. The training offered is expected to be of high quality and well suited to demand of SACCOS because trainers are drawn from within the sector (cooperatives), with adequate professional knowledge and extensive experience.

3.0 SCOPE

The successful candidates shall be expected to train any SACCOS in Tanzania mainland. Frequency of training shall base on the needs; and therefore, trainers will be called as and when needed. However, they shall be informed well in advance prior to start of the assignment. Most of trainings are expected to be in-person classes, however other means of training like online, or a combination of both in-person and online may be applied. Each training session is expected to take up to 5 days.

Successful candidates shall undertake pre-training course (Training of Trainers) from reputable trainers to get an introduction and sharpen their training skills on governance before they start engaging in their respective assignments.

4.0 PROFESSIONAL QUALIFICATION AND EXPERIENCE

SCCULT (1992) Ltd is looking for Governance Trainers with the following qualities:

- (i) At least a bachelor's degree Economics, Finance, Business Administration, Microfinance/Cooperatives, or related field from a recognized higher learning institution.
- (ii) At least 8 years of working experience in Microfinance, particularly in the Cooperative Sector
- (iii) Understanding of governance principles, practices, and theories.
- (iv) High communication and facilitation skills, including ability to manage group dynamics, encourage participation, and foster a positive learning environment.
- (v) Familiarity with the legal and regulatory framework for SACCOS, especially on governance; this includes the Microfinance Act 2018, and its Regulations 2019, as well as the Cooperative Societies Act 2013, and its Regulations (2015).
- (vi) Fluency in English and Swahili
- (vii) Specific experience in governance within cooperative organizations, preferably SACCOS or similar entities (*added advantage*)
- (viii) Experience in Board directorship or leadership in a cooperative society, particularly SACCOS (*added advantage*).
- (ix) Experience in conducting training/workshops in governance or related subjects in cooperative societies, especially SACCOS (*added advantage*).
- (x) Experience in teaching/training in the learning institutions which are in the cooperative sector (*added advantage*)

5.0 MODE OF APPLICATION

Interested candidates should send their applications with respective CVs showing their competences in undertaking the proposed assignment by **10th June 2024** to Executive Secretary of SCCULT (1992) Ltd under the following e-mail:

es@sccult.tz cc: Office.Tanzania@dsik.org

While appreciating receiving applications from as many candidates as possible, only shortlisted candidates will be contacted; and those who will not hear from us by 20th June 2024 should consider themselves unsuccessful.