Terms of Reference
Job Description

<table>
<thead>
<tr>
<th>Post title:</th>
<th>International Financial Specialist</th>
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<tbody>
<tr>
<td>Duration:</td>
<td>45 months</td>
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<td></td>
<td>Approx. 37.5 hrs/week</td>
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<tr>
<td>Date required:</td>
<td>As soon as the right candidate is found</td>
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<td>Duty station:</td>
<td>Victoria, BC, Canada</td>
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<tr>
<td>Counterpart:</td>
<td>Artisanal Gold Council (AGC)</td>
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ORGANIZATION

Based out of Victoria, Canada, the Artisanal Gold Council (AGC) is a not-for-profit organization dedicated to improving the work conditions and opportunities, as well as environment, and health of the millions of people involved in Artisanal and Small-Scale Gold Mining (ASGM) in the developing world. The AGC helps to improve the global gold sector by promoting better practices in ASGM through technology transfer, policy development and awareness raising in Africa, Asia and Latin America. The AGC consists of a core staff, associates and a council of experts (Board of Directors) in areas of ASGM, economics, sustainable development, social responsibility, human and environmental health, and gold production and extraction. For more information about the AGC and its projects please visit www.artisanalgold.org

MAIN DUTIES AND EXPECTED OUTPUTS/OUTCOMES

The International Financial Specialist will work closely at the interface of formal government business structures, and organizations, associations, and business leaders in artisanal mining communities. Ideally the candidate will possess an MBA and have experience with financial markets and market analysis, capital raising, mining investment and impact investment. This position will be supervised by the ASGM Finance and Investment Specialist, and will work closely with project teams in the Philippines and Mongolia.

The International Financial Specialist will support the creation of innovative financial systems, social enterprise models, and business infrastructure models and policies, together with the AGC team and the planetGold programme, that will lead to the capitalization of the ASGM sector.

Duties are expected to include:

- Working closely with ASGM Financing and Investment Specialist and Mongolia/Philippines project teams to form business partnerships and utilize business technology to help artisanal mining communities overcome business and investment challenges

- Contribute to creation of and training for a portfolio of new business start-ups in direct collaboration with and under the supervision of other key team members and partners
• Develop and maintain relationships with entrepreneurial networks (university centers for entrepreneurship, incubators, accelerators, collaborative working spaces, pitch competitions, etc.) in pursuit of partnership opportunities

• Analyzing financial records, investment policies, risk statements, profit and loss sheets and cash flow information

• Researching companies, including small-scale mining companies or operations, particularly in terms of their financial functioning and writing financial research summaries

• Interpreting complicated financial information

• Support as needed, the content creation, design, and distribution of clear, concise marketing materials, research papers, newsletters, curricula, and other program materials

• Working closely with the International and National Communications Officers to populate and organize knowledge of investment and business products, including capacity-building/educational products

• Building and maintaining project-relevant networks and contact lists

• Maintain a progress tracking system to effectively and efficiently monitor and analyze project activities, communications, and impacts

• Prepare content for, edit, and format project reports

QUALIFICATIONS

• Minimum 5 years of industry experience with particular focus on business development and practical hands on development of businesses and business partnerships.

• Strong academic credentials with solid quantitative focus, including a degree in Finance, Economics, Business, or related fields.

• Demonstrated experience with business or investment analysis: strong numerical, analytical and research skills

• Willing and able to travel internationally (2-4 weeks per year anticipated)

• Able to thrive when working remotely, possess strategies for maintaining connections with team

• Excellent writing and communication skills

• Self-motivated; motivated by goals and objectives

• Strong presentation and engagement skills, ability to use narrative and data to create compelling presentations

• Must be able to legally work in Canada, and be based in Victoria, BC (please specify willingness to relocate in application)
LANGUAGE

Fluency in written and spoken English is required. Knowledge of other languages is an asset.

PROJECT CONTEXT

Upon hire, this position will be significantly involved with the GEF supported programme “Global Opportunities for the Long-term Development of the ASGM sector (planetGOLD)”, a group of projects that have been designed to address the key issues linked to continued mercury use and provide sustainable development opportunities for the communities involved.

The objective of these projects is to contribute towards the elimination of mercury in the ASGM sector by applying a supply chain approach from the miners to refiners. The projects have four components: (i) formalization, (ii) finance and market access, (iii) technology transfer, and (iv) knowledge management.

The projects will demonstrate: 1) government incentives to formalize the ASGM sector in Mongolia and Philippines are increasingly adopted by miners, 2) national governments guiding the creation of ASGM fund to allow miners to invest in mercury free technologies and access responsible gold markets; miners able to sell their gold directly into a transparent supply chain, 3) reduced mercury releases by the ASGM sector in both countries, and 4) ASGM communities and government agreeing on an approach to reach all ASGM communities in each country.

APPLYING

Note that the successful candidate would be eligible for participation in benefit options offered to AGC employees, following a probationary period.

Expressions of interest in the position should be submitted in English and accompanied by a CV, cover letter and salary expectations. The position will remain open until a candidate is selected. Applications should be directed to careers[at]artisanalgold.org with attention to Kevin Telmer, Executive Director.

Thank you for your interest, applications will be treated in the strictest confidence. Please know that only those selected for interviews will be contacted. If your skills do not suit this position, but you believe you would be a great asset to the Artisanal Gold Council, we would like to hear from you. Send a letter of interest and CV to careers[at]artisanalgold.org