



National Microfinance Bank Plc

Location: Tanzania
Service: Recruitment Summit

Sector: Finance
Positions: Various

The Client

National Microfinance Bank Plc (NMB) are the largest bank in Tanzania. In 2008 they utilised the Careers in Africa Recruitment Summit in London to recruit for multiple senior roles across their business to overcome problems faced sourcing the right candidates from the local market.

The Challenge

NMB had requirements for management positions across various functions due to the continued expansion of its network, which already covered 80% of districts in Tanzania. Recruitment initially focused on the local Tanzanian market but several problems were encountered, including:

- Media advertising - high quantity/low quality of applications resulting in time wasted in screening/rejecting
- Credibility of CV's – Information provided in promising CV's was not reflected in candidates when interviewed
- High Fees – Such was the talent shortage in the local market, head hunters were often required to source people from secure positions – another costly and time consuming process

The Solution

The Careers in Africa Summit enabled NMB to meet a large concentration of internationally based African candidates with the skills and experience required for their vacancies. Global Career Company presented a shortlist of suitable applicants to NMB ahead of the event resulting in 15 prescheduled interviews over the weekend. Numerous on the spot interviews also took place.

The Result

NMB successfully recruited for six positions at the Careers in Africa Summit, all at Senior Management level:

- 1 x Credit Risk Manager
- 1 x IT Manager
- 1 x Customer Service Manager
- 1 x Branch Manager
- 2 x Retail Banking Managers

The Summit represented an excellent return on investment for NMB and the ability to meet large numbers of candidates face to face over one weekend assisted decision making and saved time in the recruitment process.

Access to such a unique pool of African candidates with international experience was something that NMB could not have achieved elsewhere and that they were able to recruit for such a significant number of senior positions in such a short space of time was of immense value to the strategic development of their business.

