

## **Terms of Reference (TOR) for Social Sector Specialist – SDF Board of Directors**

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### ***Introduction:***

The Social Development Fund (SDF) is a government-owned development finance institution that supports inclusive and sustainable development in The Gambia by providing financial and technical assistance to Micro, Small, and Medium Enterprises (MSMEs), community-based organizations, and vulnerable groups. SDF focuses on expanding access to finance, promoting job creation, reducing poverty, and strengthening livelihoods across the country.

The Social Development Fund (SDF) is committed to empowering vulnerable groups and advancing inclusive development. To strengthen its Board's capacity in this area, SDF seeks to appoint a Community Development Specialist or Social Sector Specialist to provide strategic guidance on social inclusion, community engagement, and participatory development.

### ***Roles and Responsibilities:***

The Social Sector Specialist will serve as a key advisor to the Board on social sector issues and opportunities, particularly in relation to skills training, job creation, youth empowerment, and labour market alignment. Key responsibilities include to:

- Advise the Board on community-driven development approaches and social inclusion strategies.
- Ensure that SDF's programs respond to the needs of marginalized populations including women, youth, and persons with disabilities.
- Provide input on social impact assessments, community consultations, and beneficiary feedback mechanisms.
- Monitor the social development outcomes of SDF interventions and recommend improvements.
- Advocate for gender mainstreaming and participatory governance in program design and delivery.
- Finance and Banking experience would be an added advantage.

### ***Required Qualifications & Experience:***

The ideal candidate for this position should possess:

- A Master's degree in Social Work, Community Development, Development Studies, Sociology, or related fields.
- At least 10 years of relevant experience in social protection, community engagement, livelihoods, or gender and inclusion programs.
- Progressive experience of at least 10 years in the Banking Sector.
- Strong understanding of participatory development principles and grassroots approaches.
- Experience working with vulnerable or underserved communities in The Gambia or similar development contexts.
- Demonstrated commitment to equity, inclusion, and poverty reduction.

***Term of Service as Board of Director at SDF***

- The appointment to the SDF Board of Directors shall be for a period of three (3) years, subject to renewal based on performance and institutional needs.

***Interested and qualified candidates shall submit the following:***

- A detailed CV
- A cover letter expressing interest and outlining relevant contributions they can bring to the SDF Board.
- Applications to be submitted at the SOE Commission Office at Old Jeshwang, Opposite Gambia Methodist Academy (GMA), or sent via email to: [info@soec.gm](mailto:info@soec.gm) or [soecommission@gmail.com](mailto:soecommission@gmail.com) no later than **Friday, July 4<sup>th</sup> 2025**.