

## JOB DETAILS

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|-------------------------|--|
| Job Title               | Agricultural Specialist: Workout & Restructuring - (Head Office)                         |
| Division                | Agricultural Economics and Advisory  |
| Unit                    | Agricultural Economics   |
| Remuneration            | 800 522.00   |
| Job Type Classification | Permanent  |
| Location - Country      | South Africa   |
| Location - Province     | Gauteng  |
| Location - Town / City  | Centurion  |
| Email CV to             | <a href="mailto:recruitment@tianaconsulting.co.za">recruitment@tianaconsulting.co.za</a> |

## MAIN PURPOSE OF THE JOB

To find innovative commercial restructuring solutions for Banking clients identified as in need of a proactive intervention to mitigate risk and prevent or minimise losses.

To give technical expertise using the turnaround methodologies to develop, implement and monitor business rescue plan.

To manage the end-to-end process of identified distressed Banking clients.

### Key Performance Areas

#### **1. Innovative restructuring solutions to Banking accounts**

- Assume a portfolio management responsibility for allocated Banking clients that have been transferred to Workout and Restructuring Unit.
- Engage internal stakeholders such as the Banking, Credit team, Legal and collections teams to obtain an understanding of the client and the client's business.
- Obtain all the necessary and required information to conduct a full diagnostic analysis and undertake a preliminary due diligence and recommend procuring an external due diligence where necessary and justifiable.
- Conduct research through engaging various stakeholders and sources to determine long term business and financial viability
- Engage client and conduct a high level review to establish if the client matter requires critical urgent attention by the Bank and report the position accordingly.

#### **2. Manage the implementation of the approved restructure of customer accounts**

- Engage clients, all relevant internal and external stakeholders on the outcome of the restructure proposal.
- Negotiate an equitable deal considering the Bank's interest.
- Gather all the necessary documents required in drafting the new agreements.
- Provide input to the drafting of loan agreements, equity agreements and security documents in collaboration with the Legal Team and in line with the approved Terms and Conditions by the various Credit Committees.
- Issue the client with signed agreements.

#### **3. Monitoring and Evaluation of restructured customer accounts**

- Monitor all accounts within given portfolio to ensure that desired results are achieved pertaining to the approved turnaround and performance and ensure that all subsequent terms and conditions of approval are met.
- Obtain management information from client within prescribed timelines, analyse and engage clients regarding performance variances ensuring that action plans are in place to close the gaps of any negative variances.
- Provide regular (as prescribed) performance status update for each client and represent the account at the various governance structures (EXCO, Credit Committee or Board).
- Provide portfolio and client information to Finance Division for consideration in impairment calculation.

#### **4. Provide advisory services to internal and external stakeholders where required**

- Provide advice and guidance to the collections teams and the Banking team with respect to the identification of client accounts that should be flagged for a workout intervention based on lessons learnt in managing high risk clients.
- Participate in the reviewing of policies and procedures where workout and restructuring subject expertise may be required.
- Accompany Banking team members on request to client meetings to provide support and expert opinion on possible workout and restructuring related issues, processes and procedures.
- Attend internal and external forums at request where subject expertise is required on turnaround, workout and restructuring matters.

#### **5. Record Keeping and Reporting**

- In consultation with Client Administration, Performance Analytics and Reporting, ensure that client information is managed in terms of the Bank's record management policy.
- Compile reports as required for the different governance structures and management.
- Ensure that client's information is updated on the relevant systems as and when required in collaboration with the Specialist: Client Administration.
- Furnish various trend reports to various governance structures on matters that will potentially be worked out and those that are currently being worked out.
- Attend to audit findings providing corrective actions.
- Preferred Minimum Education and Experience 3 years Business / Agriculture/ Commercial Qualification (BCOM).
- Banking experience of 3 to 5 years' which includes:
  - Finance/Banking deal structuring
  - Primary agriculture
  - Structured trade and commodity finance
  - Strong Financial and Credit Analysis and Assessment background
  - Formulating business turnaround plans
  - Evaluation of business restructures or workouts
  - Managing turnaround of distressed clients.
- Critical Competencies Microsoft Office

- Business Acumen
  - Legal procedures
  - Deal structuring
  - Turnarounds, workout and restructuring
  - Credit and Financial Analysis
  - Credit assessment / evaluation
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- Additional Requirements      Travel as and when required.
  - Extended hours as and when required / Time management.
  - Willing to work outdoors.
  - Valid SA Driver's License.
  - Stress management.