

Aram Ghukasyan



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Experience:

“GLOBAL CREDIT” UCO CJSC

2014 July 15 – present

Position: **Deputy Executive Director**

“GFC General Financial and Credit Company” UCO LLC

2007 May 2 – 2014 July 15

Position: **Executive Director**

Responsibilities:

- manage company assets, including financial resources, and conclude transactions on behalf of the Company
- represent the Company in Republic of Armenia and abroad
- sign agreements, including employment contracts
- open the Company bank account and other accounts.
- present internal regulations and acts, organizational structure for the Board approval
- give orders, instructions, binding instructions, and monitor their implementation
- employ and fire employees of the Company.
- use motivation systems and disciplinary sanctions to the employees
- set job responsibilities and functions for all the positions in the company
- regularly train the staff on their professional qualifications and improve the level of their skills
- develop incentive systems
- participate in strategic and operational planning

Microfinance Centre (MFC) for Central and Eastern Europe and the NIS (Warsaw, Poland)

August 2006 – March 31, 2007

Position: **Trainer / Consultant**

Responsibilities:

- Delivering MFC training courses
- Consulting selected Credit Organizations and MFIs
- Supervising/monitoring the quality of course delivery
- Conduct training of new trainers (ToT) for MFC
- Recommending strategies for microfinance capacity building in the C&EE and NIS region
- Representing the MFC in the C&EE and NIS region and developing, maintaining and improving business contacts and opportunities
- Updating/upgrading course materials, improving existing training materials and developing new ones

Delivered trainings

1. **Financial Analysis in Micro – credit organizations**
2. **Business Planning and Financial modeling (projections in Microfin program)**
3. **Operational Risk Management**
4. **Staff incentive systems**
5. **Delinquency Management and Interest rate setting**
6. **Rural lending**
7. **Training for loan officers**
8. **New product development**
9. **Strategic Marketing**
10. **Loan Portfolio Management**

FINCA Eurasia

February 2006 – June, 2006

*Position: **Regional Credit Manager***

Responsibilities:

- *Managing the Credit operations in the FINCA Eurasia 9 affiliates*
- *Conducting the refreshment qualification trainings for FINCA Eurasia staff*

FINCA (Foundation for International Communities Assistance) Foundation - Armenia

November 2001 – February 2006

*Position: **Operations Manager /Chief Operations Officer (COO)***

Responsibilities:

- *Managing operations implementation process;*
- *Supervising and controlling activities of credit departments (group, individual and consumer lending);*
- *Developing Strategic Plans of organization for five (5) years as well as operations program; controlling their implementation;*
- *Managing regional expansion of organization, opening of branches;*
- *Supervising activities of regional subdivisions (branches) of organization;*
- *Developing, implementing new financial services and products; estimating them;*
- *Developing and implementing bonus systems for loan officers;*
- *Developing and periodic review of operations regulations and procedures of organization;*
- *Training of current and new employees*
- *Implementing organization's director's responsibilities during the absence of the latter;*
- *Subordinated to Executive Director.*

FINCA (Foundation for International Communities Assistance) Foundation - Armenia

March 2001 - October 2001

*Position: **Head of Financial Services Department***

Responsibilities:

- *Supervising and managing activities financial services department (Group lending);*

- *Regulating every day's activities of department;*
- *Managing the work of financial service department's Supervisors Team and to evaluate their annual work;*
- *Managing the process of new loan officers employment;*
- *Department's budgeting and control over its implementation;*
- *Market research for making strategic decisions (amendment of interest rate and other conditions, etc.);*
- *Organizing training for experts of financial services department;*
- *Subordinated to Operations Manager.*

FINCA (Foundation for International Communities Assistance) Foundation - Armenia

November 1999 - March 2001

Position: Head of Group Lending Department

Responsibilities:

- *Supervising and managing loan officers' activity; evaluating their work;*
- *Participating in market research and making analysis;*
- *Participating in new officers (loan officers) employment procedures;*
- *Participating in departments' budget making;*
- *Planning the activity of subordinates and providing its execution;*
- *Subordinated to the Head of Financial Services Department.*

FINCA (Foundation for International Communities Assistance) Foundation - Armenia

April 1999 – November 1999

Position: Group Lending Department Credit Expert

Responsibilities:

- *Implementing program marketing through direct cooperation with entrepreneurs;*
- *Attracting potential borrowers;*
- *Implementing financial and economic analyze of entrepreneurs' activities;*
- *Preparing and submitting loan butches to loan committee approval;*
- *Implementing monitoring after loan provision and providing their 100% recurrence;*
- *Subordinated to Head of Group Lending Department).*

National Academy of Sciences of RA; Institute of Genocide and Diaspora

January 1996 - August 1996

Position: Research worker

Responsibilities:

- *Collecting and studying Armenian history, material related to genocide;*
- *Studying development trends of Armenian Diaspora starting from Genocide date up to-day as well as trends of Armenia and Armenian Diaspora relationship development;*
- *Studying the role of Diaspora in the development of Armenia from the political point of view.*

License: *Central Bank License for the position of Executive Director of Credit Organization*

Qualification trainings:

- June 2001** - *“Marketing strategies” training organized by International Accountancy Training Center.
Certificate*
- October
November 2001** - *“Delinquency Management and Interest Rate Setting” training organized by Microfinance Center for C&EE and the NIS (Poland).
Certificate*
- November 2001 –
February 2002** - *“English 5th Level Course” training organized by American University of Armenia
Certificate*
- March 2002** - *“Accounting and Information Management for Microfinance Institutions Supervisors” organized by “Shorebank Advisory Services” in cooperation with USAID
Certificate*
- September 2002** - *“Management in microfinance organizations” organized by training center “Vozmozhnost dlya vsekh” (Nizhniy Novgorod, Russia) in cooperation with “Shorebank Advisory Services”
Certificate*
- December 2002** - *“Legal regulation of contractual relationships under Civil Code of Armenia” organized by Financial Banking College
Certificate*
- December 2002** - *“Tax legislation and Accounting” organized by Financial Banking College
Certificate*
- March 2003** - *“Professional Development of Credit Organizations Executives” training organized by Financial Banking College
Certificate*
- November –
December, 2004** - *Community Connections Program – State College of Fitchburg, Massachusetts, USA, organized by International Research and Exchange Board. Worked at Banknorth bank, Massachusetts, USA
Certificate*

- November 2004** **Clark University, Worcester, Massachusetts, USA**
“Risk Management at banks” training
- December 2005** **“Process of conversion from microfinance into Credit Organizations”**
organized by Study Bank (FBC Foundation)
Certificate
- January 2006** **“Social Performance Management” training course organized by**
Microfinance Center for C&EE and the NIS (Poland)
Certificate
- October 2006** **“Financial Risk Management” training course organized by Citigroup**
(USA).
- June 2010** **“Risk Governance – the Board’s response to Economic and Company**
Crises” workshop organized by International Finance Corporation (IFC)
Certificate.
- August 2011** **“Risk Certification Program” organized by GLOBAL ASSOCIATION**
OF RISK PROFESSIONALS (GARP)
Certificate of Risk professional which allows conducting the trainings for
the Banks and Credit organizations on the risks in the financial sector.
Certificate.

Education:

– Yerevan State University. Faculty of History and Ethnography
Diploma

Languages:

- Armenian – native language
- English – fluent
- Russian – fluent

Computer Skills:

- MS Office (Word, Excel, Access, Power Point), AS-Bank 4.0, Corel Draw, Quark X Press, Adobe Photoshop.

Marital status:

Married, two children.