MICROFINANCE ORGANIZATIONS

**ACCIÓN International**
ACCIÓN is a leading microfinance NGO based in the US and operating through a network of microfinance affiliates, mainly in South America, but has expanded to Asia and Africa. It was one of the original microfinance institutions dating back to 1961.
www.accion.org

**ACODEP - Asociación de Consultores para el Desarrollo de la Pequeña**
ACODEP is the largest microfinance institution in Nicaragua. It supplies financial and non-financial assistance for starting and operating micro, small, and medium-size businesses by facilitating access to credit, managerial education, and technical assistance through the building of financially self-sufficient institutions.
www.acodep.org.ni

**Acumen Fund**
Acumen Fund is a nonprofit global venture fund that uses entrepreneurial approaches to solve the problems of global poverty by investing in social enterprises, emerging leaders, and breakthrough ideas.
www.acumenfund.org

**Aga Khan Agency for Microfinance**
The Aga Khan Agency for Microfinance operates in both rural and urban settings to alleviate economic and social exclusion, diminish the vulnerability of poor populations, and reduce poverty. It works primarily in Asia and Africa.
www.akdn.org/akam

**Amhara Credit and Savings Institution**
Amhara Credit and Savings Institution (ACSI) is the largest microfinance institution in Ethiopia and it operates in the Amhara Region with ten branches, 163 sub-branches, and approximately 2,000 employees.
www.acsi.org.et

**ASA**
ASA has emerged as one of the largest and most efficient microfinance institutions in the world and has been working relentlessly to assist the poor since its inception in 1978. Originally started in Bangladesh, it has expanded to the rest of Southeast Asia. It has 3,164 branches and its 21,298 staff works relentlessly to serve more than 5.01 million clients.
www.asa.org.bd

**Ashoka**
Ashoka is a global organization that identifies and invests in leading social entrepreneurs -- individuals with system changing solutions for the world's most urgent social problems. Ashoka is an association of over 2,000 Fellows in over 60 countries on the world's five main continents.
www.ashoka.org

Updated 7/17
Bandhan
Bandhan is based in India and its mission is to significantly reduce economic and social poverty through providing client-focused, quality, cost effective, and sustainable financial service.
www.bandhanmf.com

Blue Orchard
Blue Orchard is a leading commercial microfinance investment company whose mission is to empower the poor worldwide and improve their quality of life by enabling them to participate in income-generating activities.
www.blueorchard.com

Consultative Group to Assist the Poor (CGAP)
CGAP is a multi-donor microfinance agency based in Washington, DC supporting the development of microfinance institutions. It assists in increasing the poverty outreach of microfinance institutions, improving the legal and regulatory framework for microfinance institutions, and facilitating the commercialization of the industry.
www.cgap.org

European Microfinance Network (EMN)
The first objective of EMN is microcredit, but its goal is also to work with banks in Europe to promote self-employment, microenterprises, and microfinance within European Union member states.
www.european-microfinance.org

FINCA
The vision of FINCA is to be a global microfinance network collectively serving more poor entrepreneurs than any other microfinance institution, while operating on commercial principles of performance and sustainability.
www.villagebanking.org

Grameen Bank
Grameen Bank is a microfinance institution based in Bangladesh that has more than 7.67 million borrowers, 97% of whom are women.
www.grameen-info.org

Grameen Foundation
Grameen Foundation uses microfinance and innovative technology to fight global poverty and bring opportunities to the world's poorest people.
www.grameenfoundation.org

MicroSave
MicroSave promotes the development of a market-led and more client-responsive approach to delivering financial services among microfinance institutions. MicroSave has offices in Nairobi, Kenya; Kampala, Uganda; and Lucknow, India.
www.microssave.net

PlaNet Finance Group
PlaNet Finance Group is a leading international aid organization with the mission to alleviate poverty through the development of microfinance, therefore increasing the unbanked and underbanked’s access to financial services.
www.planetfg.com
OFFICE OF CAREER SERVICES

INTERVIEW TYPES

Screening Interview:
The screening interview does just that—screen out candidates whose qualifications don't meet the job specifications. The first interview is typically conducted by a human resources professional and will probably focus more on your resume and qualifications than anything else. Screening interviews may be conducted in person, by telephone, or by video conferencing (see Telephone Interview and Video or Skype Interview sections).

- Articulate your skills and what you accomplished at each previous job experience.

Second Interview:
Second round interviews are often more difficult to prepare for because their purpose is more subtle—to determine which candidates will best “fit” with the company. Second interviews may be comprised of behavioral and competency-based questions (see Behavioral Interview and Competency-based Interview sections).

- Ask questions about the work environment.
- This stage may also include reference checks and testing.

Case Study Interview:
Consulting firms and certain financial institutions may include a case study or word problem based on a real-life or simulated consulting situation as part of their interview process. In this instance, the interviewer will present you with a case study and ask how you would approach and solve the dilemma at hand. The interviewer is simply trying to determine your analytical abilities through this interview method, so try not to get flustered!

- You can usually ask relevant questions in your efforts.
- There are a number of online and hardcopy resources available through the Office of Career Services to help you prepare for these types of interviews.
- It is also imperative to be part of a student study group and practice together since these interviews are very demanding.

Behavioral Interview:
In these interviews, the interviewer will ask you to talk about a real situation you've encountered and your response to that situation. A sample question could include, "Tell me of an incident when you failed," instead of a hypothetical question such as "How you would handle a mistake or failure?" The employer assumes this will be a good indicator of how you would handle situations in the future.

- Stay calm and answer the question as completely as you can, using the SAR formula as your guide:
  - S – What was the situation or problem that you were presented with?
  - A – What action did you take? (Specifically highlight the skills used.)
  - R – What were the results of your actions? (Be specific and quantify results when possible.)