



Exciting Career Opportunities

Our mission at NEXTZON is to help entrepreneurs build and transform businesses for phenomenal success. Our intent is to leverage Africa's emerging markets, rising growth, value creation opportunities, latent entrepreneurial talent and overall innovative drive for the creation of wealth for all our stake holders as well as add value to the Nigerian economy through the creation of jobs. Our clients include start-ups, small and medium enterprises as well as multinationals and industry leaders in key sectors of the Nigerian and African regional economies. Anticipated opportunities in the market place require that we add suitable persons to our operating units in the following areas:

VENTURES & BUSINESS ADVISORY

A large percentage of our key people come from an advisory background ranging from Management consulting to financial advisory. We have naturally continued to enrich all our work and offerings with our core skills in these areas. Indeed the conceptual and analytical capabilities that our people bring differentiates us from all other operators. We require a top flight, high quality team for our ventures and business advisory business. The objective of assembling such a high quality team is to originate and successfully build a diversified portfolio of new businesses and also transform existing businesses.

We offer ventures and business advisory services in specialized areas involving:

Financial Services & Payments: We are in the business of providing advisory and company set up services for the Financial Services & Payments Markets and aim to build and transform financial services & payments businesses for phenomenal success.

Non Financial Services: We provide advisory and enterprise building services to new and existing businesses outside the Financial Services sectors. We create value for our clients by providing a one-stop-shop for enterprise building while also ensuring delivery of workable business solutions.

Under both Ventures and Business Advisory units, we provide the following services:

✔ **Strategy Development:** NEXTZON is passionate about working with clients to articulate and implement appropriate winning "Blue Ocean Strategies".

✔ **Business Modeling and Business Plan Development:** Part of our knowledge/solutions offering involves assisting entrepreneurs, start ups as well as existing businesses in developing bankable business plans, models and strategies that will position them for phenomenal success.

✔ **Mergers and Acquisition & Privatization:** Provision of business case and post-acquisition modeling and strategy development as well as assisting with overall acquisition strategies. This also covers bidding assistance, due diligence and documentation as well as target sourcing and negotiations.

✔ **Regional & International Expansion:** We work with our clients (typically well established organizations) to successfully and speedily enter attractive regional and international markets.

✔ **Group Integration:** This service involves working with diversified and diversifying groups and conglomerates to develop operating models which allow them to benefit from scale economies and sharing.

✔ Other services in this area for public sector entities include:

- Economic Development Planning
- Institutional Capacity Development
- Economic & Investment Promotion & Development
- Entrepreneurship development
- High Performance Bureaucracies

E-BUSINESS

We offer clients the know-how to remodel their operations and business services using technology, e-payment and other e-business functionalities. This complements work done in all the other areas and also provides us a platform to support the nation in the ongoing e-government initiative. Our services include:

✔ **e-Payments Consulting:** Our e-Payments practice focuses on conceptualizing and implementing world-class e-Payments products, systems and ventures. We work with our clients and other market leaders to develop industry-redefining e-Payment models and systems.

✔ **e-Business Advisory:** We design, develop and implement winning e-Business concepts, models, processes and solutions. We aim to accentuate operational effectiveness and capacity by automating back office and core business processes for our ventures and clients.

✔ **e-Government Advisory:** We leverage our deep technology competence and sound business management skills in developing and implementing appropriate e-Government systems, operating models and strategies for public sector entities.

✔ **Enterprise Portal Design & Development:** We design and build enterprise software systems for clients. Our solutions include enterprise work flow systems, collaborative platforms and sales and marketing portals.

✔ **e-Venturing:** We originate or collaborate with entrepreneurs to create new technology businesses designed for blue ocean markets particularly in the shared platform/shared services technology space.

VENTURES DEVELOPMENT AND MANAGEMENT

Our team offers entrepreneurs and business persons an end to end service to support start up ventures. This is achieved through the following service offerings:

✔ **Business Incubation:** We provide a shared business environment which covers provision of shared office space and infrastructure, shared corporate services, etc. This has the effect of significantly reducing the commencement costs for start-ups. To facilitate the operation of this incubator, NEXTZON has in the past enjoyed the support of the World Bank via benefiting from one of their grants for Business Development Service providers.

✔ **Fund Raising:** As part of NEXTZON's one stop enterprise development solutions, the VDM unit also supports companies in the incubator as well as third parties in raising funds for their businesses from high net worth individuals and corporate financiers.

✔ **Strategic Business Oversight:** In our experience, a key factor in the performance of early stage businesses is the quality of management the business can access. In view of this, VDM, as part of the enterprise development package provides management oversight service to businesses in the incubator and third party businesses.

✔ **Management Buyouts:** Supporting management teams with proven track record to take over the businesses they manage by working out creative funding structures and raising funds for

buyouts.

SME DEVELOPMENT SERVICES

Our team provides a defined Institutionalization and Capacity building program that helps SMEs understand the concept of business management as well as introduce the concept of organizational learning and knowledge management as a strategic advantage. Our approach focuses on ensuring a healthy pipeline of viable SMEs ready to move to the next level as they institute best practices in business management. This is achieved through the following services:

INSTITUTIONALIZATION:

Under this segment of the business, we work with start-ups or informally managed businesses to create institutions that are 'Built To Last'. This covers enterprise transformation, leadership development, succession planning, executive & general recruitment services and formalization of business management. As part of our institutionalization and advisory services, we also offer business process development which is designed to articulate a concrete roadmap for the efficient running of critical operations of a business. This is achieved by a thorough evaluation and understanding of the organization's business model, its focus and its expected performance standards along agreed indicators. Our assessment of the internal and external peculiarities, married with institutionalized best process practices in relevant areas cumulate into a process design that allows for effective and efficient business operations. Where required, we also offer capacity building programmes under the IFC Business Edge and SME tool kit frame work.

BUSINESS PROCESS OUTSOURCING

We envisage enormous opportunities in this line of business. We have invested in technology and skills which we deploy to support existing and future clients. Clientele for this business unit include our 'Business Incubatees' as well as third-party clients who want to derive the most out of their non-core functions at competitive, yet affordable rates. Our service offerings include:

✔ **Financial Management/Performance Reporting:** This service entails the provision of support to clients in the areas of financial control systems support/advice, operational resource and technology platform for processing all accounting & financial transactions and performance management.

✔ **Human Resource Management & Placement:** This aspect of the outsourcing business covers personnel administration, as well as human resource operational management support on an outsourced model.

✔ **Corporate Secretarial/Management Services:** This service designs and implements governance structures in addition to providing advisory services.

Our professional services model is designed as a one-stop shop that allows clients access all enterprise building services under one roof and at competitive rates.

WE ARE LOOKING FOR INDIVIDUALS WHO ARE:

Young, between the ages of 19 and 35 years, versatile & dynamic, analytical & highly numerate, cosmopolitan, energetic and imaginative. Self-starters who possess a "Can Do" enthusiasm, drive and ambition. Candidates should be highly computer literate, must be subject matter experts in the key sectors of the Nigerian economy such as Financial Services, Payments industry, Oil & Gas, real estate, telecoms, agriculture, energy, logistics, transportation, information & communication /technology, public sectors, manufacturing (consumer and industry, products & services). Candidates should be skilled in Business & Financial modeling, research & research methodologies.

Qualifications: First degree: minimum of second class upper (2:1) from a reputable and recognized academic institution. A professional qualification in Accounting, CFA or an MBA, a second degree such as Masters in Finance, Engineering, Economics and Accounting will be an added advantage. In addition to the above, these exceptional individuals should possess the following specific qualifications and skills and should be able to play the roles outlined below:

Associate (NBS 1)

At this job level candidates will be required to provide support to teams. The ideal candidates should possess the following qualifications, attributes and relevant experience: Fresh graduates from reputable institutions of higher learning with at least a second class upper division grade or below 2 years relevant hands-on experience in any of the services or industries aforementioned, basic analytical and writing skills.

Principal (NBS 2)

At this job level, candidates will be required to provide coordination and technical support to teams. The ideal candidates should possess the following qualifications, attributes and relevant experience: At least 3 years relevant hands-on experience in any of the services or industries aforementioned. Proven ability to create simple financial models and business cases; understanding of financial statements and financing structures; ability to support day to day management of project origination and execution; guide research and analysis efforts; management of existing clients, building and maintaining relationships with new clients.

Manager (NBS 3)

At this job level candidates will be required to organize available resources to seek, convert and lead business opportunities and execution across existing and future markets. The ideal candidates should possess the following qualifications, attributes and relevant experience: At least 6 years relevant hands-on experience in any of the services or industries aforementioned with proven business development abilities.

Please note that our preferred candidates must be willing and prepared to undertake a lot of travel especially within Nigeria, Africa and other parts of the world as our work inevitably requires our presence.

If you find the above positions interesting and would want to be a part of our exciting group, please send in your resume, quoting the reference number of the position of interest including your contact (No P.O. Box please) as well as your e-mail address not later than two (2) weeks from the date of this publication via email to recruitment@nextzon.com



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- We build successful enterprise

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■ VENTURE & BUSINESS ADVISORY ■ SME DEVELOPMENT SERVICES ■ VENTURES DEVELOPMENT & MANAGEMENT