

JOB ADVERT

ABOUT UBA

United Bank for Africa (UBA) is one of Africa's leading financial institutions, with operations in twenty (20) countries and four (4) global financial centers: London, Paris, New York and Dubai. UBA has evolved into a Pan-African, provider of banking and related financial services through diverse channels globally.

United Bank for Africa Uganda represents UBA's pioneer country activities in the East and Southern African sub-region. With a growing network of branches and ATMs across the country, the bank continues to expand the retail and commercial playing field in Uganda by delivering unique financial products and solutions. The bank is seeking to recruit the following highly motivated, competent, result oriented and dynamic professionals for the following positions;

JOB TITLE:	CHIEF FINANCE OFFICER
DEPARTMENT/ UNIT:	FINANCE / HEAD OFFICE
REPORTS TO:	MANAGING DIRECTOR/CEO

JOB OBJECTIVE(S)

- To develop and implement financial strategies, plans and activities of the bank with the aim of strengthening the financial capacity of the bank in line with the overall bank strategy and regulatory standards

To continuously improve the financial position of the bank by closely working with the managing director/ceo

DUTIES & RESPONSIBILITIES

- Develop, cascade and monitor the implementation of financial strategy and work plans/Activity plans aligned to the overall bank strategy.
- Train, motivate and manage performance of the finance team to enhance staff productivity thorough daily supervision of the team's activities, feedback and provision of leadership in line with the HCM policies.
- Monitor expenses and control costs within the bank by carrying out periodic monitoring, evaluation, control and approval of budget requests and assessment/review/evaluation of bank's financial condition, financial position and recommend viable alternatives for cost effective operation.
- Develop performance measures that support the bank's strategic direction and champion the achievement of revenue targets on interest income and off-balance sheet earnings through continuous monitoring of business performance and profitability performance mechanisms in line with the bank's overall strategy.

- Provide strategic support and directives to various business offices within the Bank during the bank audit by regulatory authorities/external auditors, Review the findings and recommendations made by the internal & external auditors and drive adherence to internal and external policies to meet compliance requirements of the bank and regulatory authorities.
- Prepare, present and interpret financial reports to Management, Board of Directors, relevant shareholders and to direct and supervise preparation of all fiscal reporting.
- Develop and maintain functional systems for submitting accurate and timely periodic information to Bank of Uganda and Uganda Revenue Authority (URA), National Social Security Fund (NSSF) and any other regulatory authorities in accordance with the applicable regulations and Laws of Uganda.
- Drive adherence to GL compliance, best practice financial management governance and other regulatory and non- regulatory policies and standard.
- Pursue positive perception of the bank by all regulatory authorities and agencies and liaise with concerned units in preparing all responses to queries from the regulatory authorities and other agencies

KEY PERFORMANCE INDICATORS

- %age implementation of finance strategy and work plans/Activity plans
- Staff engagement and productivity score/index
- Effectiveness of expense/cost and control recommendations
- %age achievement of revenue targets
- Overall finance department Audit rating
- High Audit rating by External and internal Auditors including regulatory bodies
- 100% compliance to Bank and regulatory policies & procedures
- Timely and Accurate submission of financial reports to Management, Board of Directors, relevant shareholders and regulatory bodies
- Accurate and Reliable general ledger
- Positive perception of the bank with the Regulator

JOB REQUIREMENTS

Education:

Minimum education level: Good degree in a relevant discipline, (Accounting, Banking & Finance, MBA, MSC, MA, ML or related discipline from a reputable University.

Experience

- Minimum experience: At least 7 years banking experience; 5 years in the core Finance Department
- Must be a qualified accountant.

KEY COMPETENCY REQUIREMENTS

Knowledge

- Banking Operations
- Credit products and dynamics
- Industry Knowledge
- Comprehensive knowledge of regulatory pronouncements and financial laws.

Others

- Attention to Details.
- Leadership
- Independent Minded.
- Interpersonal relationship
- Multi Disciplinary disposition
- High retentive memory
- Multi tasking disposition
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Skill/Competencies

- Professional disposition
- Strategy formulation & Business Awareness
- Creativity & Innovation
- Resource Management
- Delegation & Empowerment
- Ability to Inspire & Manage Change
- Analytical Thinking
- Decision Making
- Problem Solving
- Diversity Management
- Interrogatory skills
- Communication skills
- Fraud Detection & Control
- Internal Audit practice
- Accounts Management
- Analytical and Investigation Skills
- Auditing Skills
- Accounting Skills
- Comprehensive Banking Operations (Domestic and Foreign) Skills
- Comprehensive Treasury skills
- Policy and Regulatory Interpretation skill and Implementation capability

HOW TO APPLY

All interested staff should send their CV, application letter and copies of academic certificates to **ubaugandahr@ubagroup.com** addressed to;

Head of Human Capital
United Bank for Africa
Plot 2, Jinja Road
Kampala, Uganda.

Deadline for applications is 19th August 2024.

