



Chief Executive

JOB INFORMATION

Position Title:	Chief Executive
Country:	Uganda
Reporting line	Board of Stanbic Bank Uganda
Job Family:	Enterprise Executive Management

JOB PURPOSE

To align the Bank strategy with the strategic priorities of the country, region and the overall strategy for Standard Bank Group (SBG), optimising, localising and implementing the resulting strategy to deliver results for the Bank. To manage and influence key and strategic stakeholder relationships, to lead competitive business practices and lead the Bank teams to enable a continually growing, future ready organisation.

KEY RESPONSIBILITIES

Strategic execution

- Act as trusted advisor for clients, industry leaders, and regulators and governing bodies and continually develop and grow their understanding and insight into the SBG business.
- Align, optimise and localise the overall Bank strategy in collaboration with the Board and executive teams, defining and articulating the vision and related strategies within the Bank in a manner that is relevant and applicable in country and aligned to group requirements.
- Assess the trade-offs required to best match services and offerings to client needs and expectations.
- Collaborate closely with business Business Units (BUs) and Corporate Functions (CFs) in country to ensure a good balance between group strategic priorities across BUs and CFs products and local market potential, thereby optimising cross-product opportunities and expanding the in-country client offerings.
- Continually engage and collaborate with the Bank Board, regulators, governing bodies, group executives and in country teams to ensure alignment and agreement in the business practices of the bank in country.
- Drive and guide the implementation and execution of group strategy in country, identify priorities in country and align these to group goals.
- Identify and reference key artefacts that guide processes, strategy and operations, as it may pertain to decision making, authority and strategies according to the country specific complexities.
- Lead the business in projects, champion strategic interventions and achieve delivery of results by directing and supporting others
- Maintain an intimate knowledge of the business and commercial culture of the country, an understanding of African clients, their needs and their markets.
- Maintain and grow cultural and awareness of diversity in environments to optimise the bank's performance in country, guide the strategies drafted at group and maintain effective relationships with multiple stakeholders.
- Maintain insight into local and global industry dynamics and the end-to-end business value chain in order to guide and direct business growth.
- Influence and manage key and strategic relationships, both internal and external, to identify areas for collaboration, re-alignment and appropriate business practice.
- Provide strategic direction to the business in country by demonstrating a mature understanding of risk, financial and operational outcomes specific to the country.

Risk and regulatory compliance

- Drive adherence to data standards in country, ensuring integration of data to drive sound data analytics that supports informed decision making, while maintaining full adherence to country privacy and data protection regulations.
- Engage with key stakeholders, such as regulators and industry forums, as the representative of the legal entity in country, to promote group's brand and reputation and ensure that the organisation keeps abreast and participates in relevant developments that can impact the franchise across the region or in any specific country.
- Implement group standards and systems in order to drive the future ready business, optimising and localising as appropriate, or identifying alternatives, taking into account the possibility for future scalability.

- Implement risk controls that safeguard the organisation, leveraging existing risk, regulatory and compliance frameworks from group, providing the group with guidance and input where appropriate and ensuring alignment and adherence to local requirements.
- Take responsibility for the brand image and reputation of SBG in the market in country, with clients, regulators, business leadership and industry bodies in particular.
- Understand, implement and influence complex country specific legal and regulatory requirements, challenging the status quo in the interest of maintaining a future ready organisation, supporting regulatory and legal changes, while maintaining cognisance of the risk profile of the country and region within which the bank operates, as well as the risk appetite of key stakeholders.
- Provide support to ensure that the appropriate composition of members of the legal entity boards are in place.
- Manage and engage multiple, diverse stakeholders across a complex variety of agendas, risk profiles and legal requirements in a meaningful way to continually pursue the bank's strategic objectives.

People management

- Drive and support a fit-for-purpose organisational structure in country that enables the organisation to achieve their objectives and drive sustainability, aligned to group standards and design principles.
- Coach and mentor teams in pursuit of individual development and business excellence.
- Drive and support the reporting teams to continually improve the business and reach the identified targets, managing trade-offs across business segments, Client Solutions and corporate functions in Country as appropriate
- Facilitate, shape and identify best practice and appropriate ways of working in country, by continually identifying opportunities for growth, transformation and improvement and encouraging collaboration across countries and group.
- Identify and drive the appropriate culture, promote a compelling and meaningful shared purpose, aligned to group standards.
- Lead a large and diverse team in country in an interdependent manner, focussing on the success of the enterprise.
- Lead, guide and support direct reports in navigating the broader group, identifying guidance and guardrails as they may be required, but ensuring that the team flourishes despite the continually evolving landscape by being a champion for change, growth and development.
- Maintain optimum efficiencies in terms of staff numbers and associated resources.
- Manage teams across client solutions, client segments and corporate functions, including the development and execution of country specific medium to long term plans, in order to ensure competitive and future ready banking and business offerings.
- Select the country's executive team, in collaboration with Regional leadership, Group BUs and CFs (or their delegated authorities).
- Strive to continually develop future fit skills, related to the future of banking as well as the future of management, in order to lead and guide the banking sector in country and influence reporting teams to business excellence.
- Take accountability for the people architecture, across the full people and culture value chain.

Client focus

- Own client relationships in country and manage client delivery, performance and experience, in order to retain client loyalty and grow the client portfolio.
- Own and manage the country's branch infrastructure and physical footprint, ensuring adherence to group standards and working closely with business segments and client Solutions, to understand their requirements and needs, to promote the brand and drive revenue.
- Leverage and optimise group capabilities to achieve the realisation of a client centric platform organisation and ensure both the management of the mall and the bank within the mall in the context of the country of operation.

Financial management

- Present thorough and accurate information to keep the Board appropriately informed of the bank's financial position.
- Support and drive the development of the budget for the country, and recommend strategic and financial plans for the country to group, for approval.
- Take accountability for delivering results in line with the group's future ready vision and aligning, localising and optimising the operations in the country to group processes, according to the relevant standards as defined by group requirements providing input into Group requirements as appropriate.
- Take accountability for shareholder value, business revenue growth and all related regulatory requirements while influencing and collaborating with a very broad range of internal and external stakeholders in the execution of required processes.
- Take responsibility for the country's financial performance, profit and loss accountability, balance sheet and income statements.

QUALIFICATIONS

Education

- At least a postgraduate degree in Business Commerce, Finance, or Accounting. Post graduate degrees in science, engineering, or mathematics will also be considered.
- Membership to a professional body such as IBFS, ACCA, ICPAU, ICPAK, IFS, CFA Institute is preferred.

Work Experience

- A proven track record of more than 10 years in senior management in a similar large, complex organisation in the financial services sector
- At least 5 years of experience in executive leadership of a company of comparable size and comparable business requirements or at least 5 years of experience in a similar position managing teams in a less complex environment.
- At least 5 years of demonstrable responsibility for legal and regulatory alignment and engagement with regulatory and governing bodies.

COMPETENCIES

Required Technical Competencies

Financial management	Strong skills and knowledge to advise managers and decision makers on financial processes, control measures, budgets and financial performance.
Compliance	Expert ability to interpret regulations and laws that apply to the business and to provide information to business on how to comply. The role will require exercise of sound judgement regarding business/risk situations for fraud, money laundering, and lending.
Risk/ reward thinking	Sound knowledge of banking practice, a deep understanding of the regulatory environment and expert ability to provide due consideration to risks, rewards and the cost of control measures in evaluating business opportunities, process and system changes.
Talent management	Advanced knowledge and practical skills in the identification of talented individuals, assessment of potential, creation of development plans and developing retention and engagement activities for these individuals.
Strategy definition	Advanced ability in developing and driving a shared understanding of the organisation's long term vision and implementing strategic plans that have yielded measurable success.

Required Behavioural Competencies

Strategy formulation	
Challenging ideas	
Business acumen	
Coaching others and influencing change	
Empowering individuals	
Stakeholder management	
Interacting with people	
Digital and data skills	
Pursuing goals	
Balancing risk and return	
Thinking positively	
Upholding standards	

If you are interested in exploring this opportunity further and your qualifications and experience match the requirements for any of the roles, please complete and submit your application via the following link: [Application Form for CE Recruitment](#). All applications must be submitted via the online application form at this link.

Please note that only shortlisted candidates will be contacted.