

# Exciting career opportunity



## Chief Executive Officer

Our client, a reputable leader in the Rwandan financial services sector, is seeking a qualified and experienced candidate to fill the role of Chief Executive Officer.

Reporting to the Board of Directors, the CEO will have full responsibility for the management of the firm, regulatory compliance, operational efficiency, and overall operational performance of the bank.

### Key roles and responsibilities

- Achieve balance sheet growth, budgeted operating profit for the full year, increase earnings from Income, and improve overall P&L performance
- Manage interest expenses by ensuring a balanced product mix in customer liabilities and funding strategy.
- Drive non-funded income as per the budget and improve cost to income ratio by reviewing the business cost model.
- Achieve targeted asset quality by reducing the NPL ratio and ensure the agreed return on equity.
- Maintain cost to income ratio to achieve desired ratio.
- Drive customer growth through excellent customer service and maintaining proper internal controls to ensure no fraud, no significant operational losses and ensure positive audit outcomes (BOT, internal, and external).
- Provide guidance, make decisions, and offer advice to enhance and expand retail banking products and services.
- Oversee day-to-day operative decisions within the bank's branch network, including administrative, risk management, resource allocation, and business continuity.
- Drive the development, responsibility, and implementation of the bank's strategy into operational models and performance scorecards.
- Develop and grow solutions and targeted market segments that meet changing customer and business needs.
- Enhance the company brand awareness through marketing campaigns and customer events.

- Ensure the bank is well-positioned in terms of developing human resources, capital, and infrastructure to achieve targets as per the strategic plan.
- Build a strong platform targeting the SME, Mid-Corporate segments and introduce and expand the usage of new delivery channels.
- Ensure talent development and retention through training and mentoring, while promoting team cohesion and embedding a strong organizational culture among the staff.
- Enhance senior management buy-in through active participation in regional business review, asset and liability committee, and senior management meetings.

### Academic / Professional Qualifications and Experience:

- A bachelor's degree from a recognized accredited university.
- Master's degree in a relevant business field will be an added advantage.
- Professional qualification in Banking and Finance.
- Minimum of 15 years of management experience, with over 12 years in senior management positions within a Bank of a financial institution.
- Effectively address complex issues and make informed decisions while taking ownership of organizational strategic goals and ensuring their achievement
- Ability to ensure that productivity and process compliance are tracked while reviewing the processes to maintain their relevance.
- Ability to assess options and actions based on trends and conditions in the environment to achieve long term business objectives.
- Ability to define and communicate a shared vision, ensuring everyone understands and aligns with it.
- Strong leadership skills with demonstrable experience in building the high performing team through coaching, mentoring, effective delegation, rewarding ethical behaviour, networking, open communication and empowerment

If your career aspirations match this exciting opportunity, Please send your application for your consideration to this email: [hrrservices@kpmg.co.ke](mailto:hrrservices@kpmg.co.ke) quoting 'Chief Executive Officer' by 30 August 2024.

Rwandan nationals are highly encouraged to apply

Please note that only shortlisted candidates will be contacted.