



Job Description

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|--|---|-------------------------------------|
| Job Title Chief Executive Officer | Job Location Dar es Salaam | Category Management |
| Job Type Full Time | Job level Managing Director / CEO | Industry Finance Services |
| Open to Expatriates Only Open to Tanzanian Nationals | | |

Minimum Requirements

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|--------------------------------|---|---|
| Min Budget - | Max Budget - | Primary Industry Finance Services: 10 Years |
| Secondary Industry - | Primary Category Management: 10 Years | Secondary Category - |
| Certificate - | Qualification - | |

Summary

Our client is a leading provider of comprehensive housing finance solutions in Tanzania. As a pioneer in the housing finance market, they offer a range of mortgage products, including Purchase, Improvement, Extension, Completion, and Refinancing of existing home loans.

We are seeking a dynamic and visionary CEO who is driven to challenge conventional approaches and propel the company to new heights. This leader will be instrumental in furthering their mission to deliver affordable housing solutions with unparalleled efficiency. Their commitment to customers is reflected in their industry-leading turnaround times for mortgage application processing and unwavering dedication to world-class customer service.

As the CEO of a growing financial institution in Tanzania, you will provide strategic leadership and manage the organization under the Board's guidance. Your responsibilities will include ensuring effective business management and operational efficiency, overseeing risk management and regulatory compliance, and fostering strong relationships with regulators and stakeholders. You will report to the Board of Directors on all key matters and drive the company's growth, profitability, and sustainability.

The ideal candidate will have a proven track record in financial services, exceptional leadership skills, and the ability to innovate and drive strategic initiatives. You will play a pivotal role in shaping the future of the institution and enhancing its impact on the financial landscape of Tanzania.

We open our doors to talented Tanzanian nationals.

Responsibilities

Strategic Leadership

- Provide strategic and operational leadership across all areas of the institution.
- Develop and communicate the company's vision, mission, and strategic objectives, driving the transformational agenda.
- Formulate and execute comprehensive business plans to achieve financial targets and market expansion.

Financial Management

- Oversee the financial performance of the company, ensuring the achievement of revenue and profitability goals.
- Implement effective cost management strategies to optimize operational efficiency.

Market Positioning and Growth

- Identify and capitalize on market opportunities to enhance the company's market share.
- Foster relationships with key stakeholders, including regulatory bodies, to support business growth.

Risk Management

- Implement robust risk management practices to safeguard the company's assets and reputation.
- Stay abreast of industry trends, regulatory changes, and emerging risks to make informed decisions.

Relationship Management

- Build and maintain strong relationships with key intermediaries such as corporate clients, retail customers, regulators, and other financial institutions.
- Develop and nurture corporate relationships to ensure client acquisition, business retention, and portfolio growth.
- Engage with stakeholders to strengthen the bank's market position and reputation.

Operational Excellence

- Streamline and enhance operational processes to ensure efficiency and customer satisfaction.
- Foster a culture of innovation and continuous improvement within the organization.

Corporate Governance

- Ensure compliance with relevant laws, regulations, and industry standards.
- Uphold high standards of corporate governance and ethical conduct throughout the organization.

Talent and Team Management

- Provide credible and agile leadership to the Executive Leadership Team, ensuring their active participation in strategic thinking and implementation of the strategy, while holding them accountable for achieving long-term and short-term business goals.
- Recruit, develop, and retain a high-performing team, fostering a positive and inclusive work environment that promotes professional growth, collaboration, and high levels of employee engagement.
- Implement effective people processes, including talent management, succession planning, performance management, and reward systems, to cultivate a culture focused on customer satisfaction and optimal performance.

Brand Management

- Enhance and protect the company's brand by maintaining a positive public image.
- Implement effective marketing and communication strategies to promote the company's products and services.

Education & Qualifications

- Bachelors in Business, Finance, or a related field.
- Masters Degree would be an added advantage
- Registration with a professional body would be preferred

Requirements

- **Leadership Experience:** Minimum 10 years in C-suite roles within the financial sector.
- **Industry Expertise:** Deep understanding of financial services, market trends, and regulations.
- **Financial Skills:** Proven capability in budgeting, financial planning, and analysis.
- **Proven Success:** Demonstrated record of driving growth and operational efficiency in Tanzania.

Characteristics

Strategic Thinking: Ability to develop and execute long-term strategies that align with the organization's goals and adapt to market changes.

Inspirational Leadership: Capable of motivating and guiding a diverse team, fostering a culture of innovation, accountability, and high performance, while effectively managing organizational change.

Decisive Problem Solving: Strong decision-making skills with the ability to analyze complex issues, manage risks, and implement effective solutions swiftly.

Reporting To

- Board of Directors

Driving Licence

Not Required

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