



Job Description

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Job Title Chief Finance and Value Officer	Job Location Dar es Salaam	Category Finance
Job Type Full Time	Job level Manager	Industry Banking
Open to Expatriates Open to Expatriates & Local Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Banking: 5 Years
Secondary Industry -	Primary Category Finance: 8 Years	Secondary Category -
Certificate -	Qualification -	

Summary

To lead the country finance function, providing BU stakeholders with financial analysis, intelligence, information and reporting to support decision-making to achieve strategy. Accountable for delivering analytics and insights to Country Exco to drive a client centric approach to business performance management. Drive change governance of management information and efficient processes. Enable a client centric strategy for the legal entity and challenge performance, costs and investments.

Responsibilities

Essential Functions

- Assist in shaping the short term plans and long term strategy for the country through expert guidance in financial matters and business principles that support the achievement of country strategic imperatives and business results.
- Attend relevant Business Committee meetings to provide financial understanding, analysis and support.
- Build a strong culture of commercial and business insights.
- Consider key external benchmarks and evaluate business performance against these. Perform competitor analysis, markets trend analysis and evaluate business performance against these.
- Deepen the focus of business on client relationships and identify growth areas by key client or sector.
- Design and deliver high quality insights and analytics to best practice and the strategic direction of the global business to an agreed timetable.
- Develop the country finance policies, standards and systems, in line with Group standards and risk appetite framework, to enable country operations to function in an efficient and effective manner. Set financial parameters for the Country in line with these and the Country strategy, to enable the business to manage its resources effectively, and achieve growth targets.
- Engage and drive, alongside the BU Heads, the cross sell into product/region/sector potential of key clients on a regular basis.
- Engage with BU CFVO and BU regularly to build a strong understanding of key clients, sectors and the macro economic regional drivers which will impact these.
- Engage with own team and other internal stakeholders to drive client-centric behaviour. Strengthen the client centric drive of the business.
- Ensure adherence to and compliance with all applicable banking, fiscal and financial regulations, standards and requirements including capital adequacy and liquidity ratios so that the licence to operate is maintained.
- Ensure sufficient capital and liquidities, in line with regulators requirements and risk appetite standards, to support client growth strategy.
- Ensure that all country prudential, capital, liquidity and regulatory requirements and disclosures, as well as financial statutory reporting, is executed according to Group requirements. Attest to the validity of the financial information produced In-Country.
- Establish robust monthly and annual reporting process to management, committees, Group and Board. Drive the reporting process for country, in line with Group requirements and reporting directives and standards. Oversee In-Country treasury,

capital management, tax, compliance and procurement processes.

- Hold the Business Reporting teams to account for quality and timeliness of outputs.
- Identify opportunities for financial performance improvements as part of the country strategy, in line with Group Finance frameworks, and oversee the execution of finance plans to achieve targeted results.
- Lead the local Finance team as functional head and as a country executive promote the bank values, oversee diversity and inclusion plans and drive a culture that generates positive employee engagement. Select appropriate functional professionals, capable of providing the essential support required for the country to succeed.
- Oversee and enhance procurement standards, to ensure efficient procurement processes in country and the protection of company assets.
- Oversee the development and monitoring of budgets against appropriate guidelines and enforce discipline and compliance standards that ensure sound financial control of the business. Measure financial performance on an ongoing basis ensuring capital and liquidity funding plans are in place. Ensure that all statutory, management accounts and reports accurately reflect the state of the business, enable sound decision making and comply with both internal and external accounting standards.
- Support country business lines in developing client pricing strategies and develop systems that give effect to client profitability management driving improvements in both top and bottom line financial results.

Additional Responsibilities

- Understand the impact of trends and new technologies on the operation of finance and the business at large. Identify and drive the necessary motivation for adoption of technology within the Finance function and ensure the correct use and appropriate behaviours necessary to achieve efficiencies and results. Monitor the finance function adherence to relevant technology policies and standards.
- Support country business lines in developing product pricing strategies and new products that not only satisfy client needs but achieve desired volumes and margins.
- In respect of all functional staff in country, identify current and potential employee-specific requirements in consultation with the P&C Function. Oversee the execution of the P&C standards that relate to the Finance function.
- Implement the Finance architecture, in line with Group frameworks, adopting security, governance and quality standards. Ensure confidentiality and information protection regulations and legislation standards are adhered to.
- Implement a Finance operating model for the country, aligning to local business needs and Group requirements and ensure that the finance function has the correct capability and capacity in order to fulfil the requirements of the business.
- Maintain self-learning regarding latest commercial and Financial Insights, and communicate this learning through insight that improves over time.
- Engage in Global learning opportunities, participating in external forums. Engage with industry experts to obtain insights on the latest industry issues and identify impact of these on the BUs.
- Provide commercial insight and commentary on monthly reporting within agreed timeframes.
- Share knowledge pro-actively within the team and across the stakeholder environment.
- Provide guidance as to the practical implementation and retention of commercial knowledge and insight.

Education & Qualifications

- Post-Graduate degree in Finance and Accounting required
- Masters Degree in Business Commerce / Information Technology preferred

Requirements

- 5 to 7 years: In respect of business and commercial experience, a period of years in which the management of the interface between the finance function and both internal and external parties is required. Managing change across both multi-disciplinary projects as well as leading change programmes in the function are essential for this role. In addition experience of successfully leading multi-disciplinary teams in large corporate environments is necessary. At least 5 years in a senior leadership position.
- 8 to 10 years: The functional experience base required for this role is broad and varied, albeit within the financial field. In order to lead the function, the spectrum of experience must include direct involvement in all aspects of finance and demonstrated ability to apply these principles in varied situations. Specifically, experience on financial matters with regulators and fiscal authorities is required for this role.
- Total number of years of experience : 12 years

Characteristics

Behavioural Competency

- Convincing People

- Developing Expertise
- Developing Strategies
- Directing People
- Embracing Change
- Empowering Individuals
- Exploring Possibilities
- Making Decisions
- Producing Output
- Providing Insights
- Resolving Conflict
- Upholding Standards

Technical Competencies

- Financial Accounting
- Financial Acumen
- Financial Analysis
- Financial Consolidation
- Financial Management (Financial)
- Financial Planning
- Strategic Planning and Reporting
- Strategy Definition

Driving Licence

Not Required

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