



Job Description

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Job Title

Head of Asset & Liability Management -
Trading & Financial Institutions

Job Location

Dar es Salaam

Category

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Job Type

Full Time

Job level

Head of Department

Industry

Finance Services

Open to Expatriates

Only Open to Tanzanian Nationals

Minimum Requirements

Min Budget

-

Max Budget

-

Primary Industry

Finance Services: 5 Years

Secondary Industry

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Primary Category

-

Secondary Category

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Certificate

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Qualification

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Summary

To lead the continued development of Asset & Liability Management, ensuring that all business areas operate within the policies and procedures put in place for effective ALCO management and reporting, and that appropriate strategy is set for strategic and tactical ALM.

This entails analysing underlying liquidity, interest rate risk and FX risk behaviours of both asset and liability side exposures and make recommendations of how these should be modelled. Develop a portfolio monitoring program that evaluates key risk metrics, portfolio evolution and attribution analyses to propose structural risk management strategies.

To drive portfolio strategy for managing the bank's structural banking book risks and lead the development of methodologies and frameworks for funds transfer pricing and interest rate risk management.

The job holder will also participate in Strategy formulation and planning for the organisation to flesh out the short and long term goals that will help maintain competitive advantage and allocate resources appropriately.

Responsibilities

Financial

- Setting strategy and overseeing management of money market to maximise treasury revenue in compliance with the company's market risk strategy and budget.
- To lead the ALM team in the implementation of its strategy for optimal management of the country Balance Sheets. This covers the management of liquidity, credit and interest rate mismatches as well as own account discretionary investment positions.
- Develop Global Markets strategy
- Participate in development of bank wide Strategy
- Develop and execute a Trading strategic plan that is coherent and designed to 'win' at the unit level consistent with the overall bank strategy within the approved risk appetite and portfolio standards.
- Lead the Trading team and drive revenue generation to meet set financial targets.
- Involve in active monthly performance monitoring for trading team – spot areas of underperformance and take corrective action.
- Optimisation of income through profitable sales of Foreign Exchange and other Treasury products to Corporate, IB and Retail clients.
- Use data analytics to assess portfolio health and forecast future growth path
- Drive revenue across various products (cash, trade, Global Markets) from the Financial institutions portfolio
- Manage relationship with financial institutions

Internal business processes

- Ensure proper management of balance sheet, cash flow and ensuring provision of funds for the bank.
- Ensure prudent day to day and intraday management of the liquidity position of the bank including the day to day compliance with Group policies and guidelines, local regulatory requirements, local payments systems and intraday liquidity requirements.
- Monitor and manage the Bank's investment portfolio including Government securities, Repos/Reverse Repos, Interbank placements, foreign currency payments by investing at most profitable rates.
- Implementing an assets and liabilities strategy (gapping) that optimises the bank's return, in accordance with the ALCO's guidelines/recommendations.
- Reserves management (CRR, LCR, NSFR Statutory Liquidity ratio).
- Lead the way in the ALCO forum through active participation, providing ALCO members with timely balance sheet analysis and market information, ensuring other ALCO members are always engaged in an up-to date Balance Sheet strategy that compliments the bank's revenue aspirations.
- Propose, negotiate and regularly advise on the Funds Transfer Pricing Policy for the Bank, in a consistent manner and in compliance with the Group policies, taking into account local market dynamics.
- Support ALCO decisions relating to Capital requirements and management, proposing investment strategies, and market research.
- Share relevant market information with colleagues in the Bank, in order that the Bank derives maximum benefit from its networking potential.
- Developing econometric models that can forecast currency movements and trends and providing model based interest rate forecasts.
- Analysing global and regional macro-economic trends as well as policy developments and formulating the economic business case for regional expansion.
- Analyse financial information to produce forecasts of business, industry and economic conditions for use in making investment decisions.
- Comply with regulatory and business conduct and practices as defined by internal and external requirements. Understand and ensure compliance with all applicable laws, regulations and guidelines the Group's policies and procedures; and the Bank code of conduct.
- Effectively and collaboratively identify, escalate and resolve risk and compliance matters.
- Engage with all audit report findings, relevant to ALM and ensure feedback is acted upon.
- Monitor regulatory and market development and provide feedback on the market and the business to the sales and management.
- Preparing ongoing assessment of asset and liability mismatches and managing implementation of required short and medium term financing structures
- Carry out bond trading activities for the FVPL and FVOCI books and advice on interest rate forecasts based on economic indicators.
- Managing decisions on funding company operations and other financing requirement.

Customer

- Manage quality of portfolio of ALM products by improving current products and developing new ones to ensure the Bank's dynamic responsiveness to the needs of targeted market segments.
- Contribution to the sales effort with the aim of increasing the wallet size by pricing fund managers on both foreign exchange and deposit placements as well as managing the portfolio
- To satisfy the Banks existing clients' investment and liquidity management needs and attract new clients through profitable market operation
- Manage the fund managers' portfolio by ensuring that they are priced optimally as well as dissemination of information

Learning and growth

- Ensure the recommended hours of learning/training are achieved for both self and direct report through E-learning, Internal & External training activities.
- Ensure that there is proper succession plans for key roles and career development for direct reports.
- Ensure direct reports attend trainings for self and career development
- Ensure career development of direct reports through performance management, coaching, mentoring and job rotation.

Education & Qualifications

- University degree in Business Administration or Finance.
- ACI Certification

Requirements

- 5 years relevant Treasury experience and general banking experience with a strong foundation in FX and Interest rates trading and back office processing.
- Experience managing people at a senior management level

Characteristics

Technical Skills

- Broad understanding of rates and market dynamics.
- Be able to know and monitor the key economic indicators that will impact on the fore business.
- Familiarity with asset and liability management principles
- Comfortable managing large amounts of data, and analyzing output
- Prior experience in the Global Markets space, particularly in an ALM or Investment Portfolio Strategy function
- Knowledge and effective application of all relevant banking policies, processes, procedures and guidelines to consistently achieve required compliance standards or benchmarks.
- Good knowledge of operational and system user requirements for financial products

Leadership skills

- Nurture and sustain employee satisfaction and to manage changes
- Organization development to effectively structure team for optimal performance
- Have a revenue generating focus (proactive and able to take initiative)

Interpersonal skills

- Self-starter with an entrepreneurial attitude, good commercial judgement.
- Personable and confident with the ability to converse professionally with clients
- Ability to market and establish lasting client relationships
- Positive attitude and work ethic
- Ability to work independently and in a team environment
- Possess resiliency to work in a challenging and changing, high-volume, fast paced environment
- Ability to think globally, creatively, and to be innovative
- Maintain a sense of urgency and ability to execute quickly and efficiently

Reporting To

ALM Dealers, Senior Economist, Economist

Driving Licence

Not Required

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