



Job Description

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Job Title Head of Risk & Compliance	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Head of Department	Industry Banking

Open to Expatriates
Only Open to Tanzanian Nationals

Minimum Requirements

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

Summary

We are looking for a strategic, highly experienced Head of Risk & Compliance to lead and oversee the Bank's enterprise-wide risk management and compliance framework at executive level. The successful candidate will be a member of Executive Management (EXCO), reporting directly to the Chief Executive Officer, and will be responsible for integrating risk management into strategic planning, business operations, and decision-making processes. The successful candidate will take full ownership of enterprise risk management, including the development and implementation of risk management programs in line with Bank of Tanzania risk management guidelines, facilitation of organization-wide risk assessments, and establishment of risk tolerance limits for Board and senior management approval. The ideal candidate will be strategic, detail-oriented, proactive, and ethical, with strong leadership, analytical, and communication skills, and the ability to drive a risk-aware and compliant organizational culture.

Responsibilities

- Heading the Risk & Compliance Department and overlooking its functioning
- Assisting management with integrating risk management with the strategy development process.
- Taking charge of risk detection, assessment and mitigation strategies ensuring and these aspects are embedded into the operations of the Bank.
- Assisting in developing risk mitigation strategies for the CDBL's critical risks and for monitoring these risks.
- Coordinating the Development of Risk Management Program in accordance with Bank of Tanzania Risk management Guidelines.
- Working with business units to establish, maintain and continuously improve risk management capabilities.
- Facilitating enterprise-wide risk assessments and monitors priority risks across the CBDL.
- Implementing appropriate risk reporting to the CEO, Management and Board of Directors.
- Ensuring effective alignment between the CDBL process and internal audit and risk financing.
- Conducting risk management education and training from time to time
- Documenting risk assessment and supervise thresholds and initiate responses in case of warnings.
- Ensuring that the bank's risk framework is in compliance with Bank of Tanzania guideline.
- Developing and establishing systems, policies and procedures to identify, control, manage and measure risk.
- Developing a Risk Assessment and Measurement systems.
- Developing risk tolerance limits for senior Management and board approval.
- Developing and periodically reviews and updates Standards of Conduct to ensure continuing currency and relevance in providing guidance to management and employees.
- Developing, initiating, maintaining, and revising policies and procedures for the general operation of the Compliance Program and its related activities to prevent illegal, unethical, or improper conduct.

- Responding to alleged violations of rules, regulations, policies, procedures, and Standards of Conduct by evaluating or recommending the initiation of investigative procedures.
- Acting as an independent review and evaluation body to ensure that compliance Issues/concerns within the organization are being appropriately evaluated, investigated and resolved.
- Monitoring, and as necessary, coordinating compliance activities of other departments to remain abreast of the status of all compliance activities and to identify trends.
- Providing reports on a regular basis, and as directed or requested, to keep the Corporate Compliance Committee of the Board and senior management informed of the operation and progress of compliance efforts.
- Ensuring proper reporting of violations or potential violations to duly authorized enforcement agencies as appropriate and/or required.
- Working with the Human Resources Division and others as appropriate to develop an effective compliance training program, including appropriate introductory training for new employees as well as ongoing training for all employees and managers.
- Monitoring the performance of the Compliance Program and relates activities on a continuing basis, taking appropriate steps to improve its effectiveness.
- Performing any other duties as may be assigned by Chief Executive Officer.

Education & Qualifications

- Bachelor's Degree in Finance, Accounting, Law, Economics, Risk Management, Business Administration, or a related field.
- Master's Degree (preferred) in Risk Management, Finance, Business Administration (MBA), or related discipline.
- Strong knowledge of Bank of Tanzania regulations, corporate governance, and risk frameworks.
- Other related Professional qualifications such as Certified Risk Management Professional (CRMP), Certified Compliance & Ethics Professional (CCEP), Chartered Accountant (CPA, ACCA) or equivalent.

Requirements

- Not less than 5 years of experience in a senior leadership role in risk management, compliance, or related functions.
- Extensive experience in risk management, compliance, and corporate governance, preferably within banking, financial institutions, or large organizations.

Characteristics

- High-level critical thinking with meticulous attention to detail
- Strong ability to drive compliance and enforce regulatory standards
- Demonstrated capability to lead, inspire, and develop high-performing teams

Driving Licence

Not Required

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