



# Job Description

9th Floor Tanzanite Park, Victoria, Dar es Salaam, Tanzania | +255 758 778 886 | info@empower.co.tz

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| <b>Job Title</b><br>I&M Graduate Management Trainee Program    | <b>Job Location</b><br>Dar es Salaam            | <b>Category</b><br>- |
| <b>Job Type</b><br>Internship                                  | <b>Job level</b><br>Graduate Management Trainee | <b>Industry</b><br>- |
| <b>Open to Expatriates</b><br>Only Open to Tanzanian Nationals |   |                      |

## Minimum Requirements

|                                |                              |                                |
|--------------------------------|------------------------------|--------------------------------|
| <b>Min Budget</b><br>-         | <b>Max Budget</b><br>-       | <b>Primary Industry</b><br>-   |
| <b>Secondary Industry</b><br>- | <b>Primary Category</b><br>- | <b>Secondary Category</b><br>- |
| <b>Certificate</b><br>-        | <b>Qualification</b><br>-    |                                |

## Summary

### Introduction

The I&M Bank, Management Trainee (MT) programme plays a critical role in ensuring there is a pipeline of young professionals with the skills required to plug in the Bank's business development. The programme is targeting young and energetic professionals willing to work in a fast-paced, dynamic, and agile environment.

### Benefits

#### World Class Exposure to Banking and Financial Services

The I&M Group is a diversified banking and financial services corporate entity located in Kenya, Rwanda, Tanzania, Uganda, and Mauritius. The Group is almost 50 years old and has continued to expand at a rapid rate offering current and potential staff members a great deal of exposure to best in class practices, high quality products, exciting clientele, and top-level technological advancements within the banking realm. The Group is positioning itself to further expand its regional footprint within Eastern Africa and continues to demonstrate this unique value proposition to its clients, shareholders, staff, and key stakeholders. MTs will be joining an organization that will no doubt place them on the path to success if they can tap in to all the opportunities and exposure on offer.

#### Focused Mentorship

MTs are paired with a dedicated mentor who helps them steer their career by offering advice, counsel, and insights that no doubt adds tremendous value to their early careers within the I&M Group. The MTs undergo a series of comprehensive psychometric assessments which enables the Learning and Development Team within the wider Human Resources Department to select the appropriate mentor who can help them maximize their full potential. This mentorship journey does not just run for the duration of the programme, but its main intent is to help MTs forge life-long professional bonds with their mentors as they grow within the I&M Group.

#### Attractive Remuneration

MTs earn competitive remuneration comprised of a series of benefits such as medical cover, pension, life cover etc. Once the MTs complete the programme, their remuneration is immediately adjusted upwards in line with their new roles in management.

#### Fast-Tracked Career Progression

MTs are given holistic exposure to the banking world by spending dedicated and highly structured time in various units across the Bank for the duration of the 12-month programme. This automatically makes them more well-rounded and knowledgeable as bankers. The MTs are additionally given consistent feedback throughout the programme which places them in good stead from a career growth perspective. Upon completion of the programme, they take up high roles matched to their exact skills and competencies, which places them on a fast-tracked career development trajectory.

### Job Rotation

All MTs go through a highly engaging and interactive programme that places them in diverse and interesting departments/branches, which gives them unique insights into the workings of all these different units. They become well-versed in areas such as Relationship Management, Customer Service, ICT & Digital Transformation, and Financial Services, among many other segments of the business. This kind of exposure fosters an understanding of how all the different units intertwine in pursuing the Bank's strategy.

### Group Secondment

Towards the end of the MT Programme, the MTs are seconded to an offshore entity in one of 4 countries (Kenya, Rwanda, Uganda, and Mauritius) outside of Tanzania, where the I&M Group has an established footprint. This opportunity offers MTs unique perspectives, cultural exposure, and knowledge of other markets from a banking and financial services standpoint.

### **Please note:**

- Complete your profile registration at [www.empower.co.tz](http://www.empower.co.tz)
- Upload your CV and Certificates/Transcript

### **Responsibilities**

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- Graduates degree holders in Finance/Accounts/Business Administration or any other related field from a recognized university, a Master's degree is an added advantage
- Technical Certification Courses (in lieu of a university degree) in specialist areas
- Fresh university graduates not exceeding 25 years of age.
- A minimum GPA of 3.5 at the university level
- A minimum of Division II from both O-level and A-level education
- A minimum of C in Math and English subjects
- Graduate year 2021 - 2024

### **Characteristics**

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- Strong communication skills
- Assertive - able to stand by principles despite opposition.
- Must have strong analytical skills.
- Able to retain optimism despite setbacks and not take criticism personally.
- Methodical, accurate, pays attention to detail.
- Ability to remain calm and focused under pressure.

### **Driving Licence**

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Not Required

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