

# VACANCY NOTICE

Pearl Bank is a Commercial Bank whose purpose is fostering prosperity for Ugandans. Our high impact goals are; driving sustainable financial inclusion and stimulating entrepreneurship and service. The Bank is growing and giving opportunity for its competent and achievement driven employees as well as the public to fill up the role below that has fallen vacant.

## POSITION DESCRIPTION

### JOB TITLE: HEAD INTERNAL CONTROL

### REPORTS TO: EXECUTIVE DIRECTOR - OPERATIONS

#### JOB PURPOSE

- The role holder is responsible for the development and implementation of strategies that drive and build a policy and regulatory compliance environment across the branch network as well as providing compliance advisory services to Management, on adequacy while driving the development of systems / work processes aimed at a robust control governance framework and compliance to internal policies, regulatory and statutory requirements.

#### KEY RESPONSIBILITIES /KEY DELIVERABLES

- Develop and document the annual control assurance program for the Branches and in line with the Combined Assurance Framework.
- Identify inadequacies in processes and controls across the first line and support the teams in reviews and enhancements.
- Provide input to the Risk Management Framework and compliance process activities and related documentation (e.g., policies, operational procedures).
- Monitor the performance of controls in all processes using tools such as Key Control Self Assessments/Key Risk Indicators, incident reports and ensure that escalations are made where necessary to manage risks in a timely manner.
- Identify training needs, development of a training program and continuous assessment of front-line staff on controls awareness.
- Perform root cause analysis for control failures across the branch network and appropriate remedial actions are identified and implemented for sustainability as part of the Incident management process and to reduce operational losses.
- In collaboration with Business Technology, leverage automation and data analytics to enable a proactive risk management approach.
- Track remedial actions from internal audits, regulatory reviews, Financial Crime Management investigations, control reviews and other such assurance reviews is undertaken as agreed with the business units.
- Manage staff in an effective manner (hiring, motivation, retention, performance/rewards assessments, development/corrective actions etc.)
- Review and recommend process improvement and optimization in line Bank's policies and procedures, regulatory framework, and Bank's business strategy.
- Perform revenue assurance activities from the Branches to prevent revenue leakage.
- Support the policy review framework across the business by drawing from monitoring activities, process performance trends, industry standards, etc and applying the relevant insights to improve the control framework.
- Engaging key stakeholders to enhance/improve the risk and control culture across the network through effective engagement and support to Business teams.
- Lead investigations into allegations of misconduct or non-compliance and implementing corrective actions as necessary in the Branches.

#### BUSINESS BEHAVIOURS

- **Passion:** Committed to excellence, delivering outstanding results and making a positive impact on our customers and stakeholders.

- **Teamwork:** Collaborates, mutual respect, and diverse perspectives, to achieve shared success and deliver greater value to the Bank.
- **Integrity:** Uphold honesty, transparency, and accountability, ensuring ethical practices in every action.
- **Innovation:** Embrace creativity and forward-thinking, continually seek new solutions to enhance customer experience and drive business growth.

#### QUALIFICATIONS, EXPERIENCE AND COMPETENCIES REQUIRED

- Bachelor's degree in a discipline relevant to the role.
- Professional qualification or training in Risk management or Compliance.
- A master's degree or Membership of a professional body in a relevant field will be an added advantage.
- Minimum 8 years of banking experience, with at least 6 years specifically in banking operations (Internal control, Operational risk, or internal audit) and credit (origination, appraisal, administration, or credit risk) within a branch or regional environment.
- Proven track record of successfully implementing and managing internal control and compliance frameworks in within the financial services.
- In-depth understanding of Enterprise Risk Management (ERM) frameworks, including the ability to design, implement, and oversee risk management processes across various business functions.
- Experience in conducting risk assessments, identifying potential risks, and developing mitigation strategies.
- Comprehensive knowledge of regulatory requirements, industry standards, and best practices related to compliance and internal controls.
- Strong leadership skills with experience managing and developing teams.
- Excellent analytical skills with the ability to evaluate complex data, identify trends, and make informed decisions.
- Proactive approach to problem-solving, with a strong focus on identifying root causes and implementing effective solutions.
- Exceptional communication skills, both written and verbal, with the ability to articulate complex compliance and risk management concepts to Management and the Board.
- Proven ability to build and maintain strong relationships with internal and external stakeholders, including regulators and auditors.

#### THE FOLLOWING DOCUMENTS SHOULD ACCOMPANY THE APPLICATION

- Cover letter, Detailed CV, and Copies of academic documents all as one file.

#### MODE OF APPLICATION

- Online applications addressed to **Chief People & Strategy Officer**, Pearl Bank Uganda.
- Send application to **hr@pearlbank.com** with job title as subject.
- Closing Date: **Friday 9<sup>th</sup> January 2026 at 5:00pm.**
- Only shortlisted candidates will be contacted.

**Pearl Bank Uganda Ltd is an equal opportunity employer**