VACANCY NOTICE

Pearl Bank

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 that has fallen vacant.

POSITION DESCRIPTION

JOB TITLE: MANAGER SOLUTION INTEGRATION ENGINEERING

REPORTS TO: HEAD INNOVATION & DIGITIZATION

JOB PURPOSE

- The role holder will be expected to architect, build, and maintain the robust integration fabric that powers Pearl Bank's digital ecosystem. This role is the central authority for all data and process flows, ensuring seamless, secure, and scalable communication between our core systems (Core Banking and Mobile Wallet), internal applications, and external third-party services.
- The manager will lead the strategic consolidation of all integration connections into Pearl Bank's Enterprise Integration Platform (EIP), retiring legacy systems, and establishing a world-class API-led connectivity model to accelerate innovation and enhance operational efficiency.

KEY RESPONSIBILITIES /KEY DELIVERABLES

Integration Strategy & Platform Leadership:

- Define and execute the strategic roadmap for the Enterprise Integration Platform, consolidating all services onto Pearl Bank's EIP as the central nervous system for the bank.
- Lead the migration from the legacy integration platforms to Pearl Bank's EIP, ensuring minimal business disruption and decommissioning the old system.
- Govern the entire API lifecycle, from design and implementation to versioning and retirement using the Pearl Bank's EIP API Manager and API Marketplace modules.
- Establish and enforce integration standards, patterns (APIs, microservices, events), and best practices across the organization.

Core System Integration & Engineering:

- Finacle Core Banking: Design and manage high-performance, reliable integrations leveraging both the FI web-service (XML) and C24 ISO 8583 interfaces for transactions, inquiries, and data synchronization.
- Huawei Mobile Money (Wendi Wallet): Architect and maintain the critical integration layer between Pearl Bank's EIP and the Mobile Wallet platform via its web-service (XML) interface, ensuring real-time and batch processing for wallet operations.
- External Ecosystem: Develop and secure integrations with a wide array of third-party services, including payment gateways, credit bureaus, government agencies, merchant systems, and partner banks.

Team Leadership & Project Delivery:

- Lead, manage, and mentor a team of Integration Engineers and API Developers with expertise in WSO2, Java, and enterprise integration patterns.
- Own the end-to-end delivery of integration projects, from solution design and development through to testing, deployment, and hyper-care support.
- Collaborate closely with the Manager of Full Stack Engineering to provide seamless APIs for front-end channels and with the Manager of Business Analysis to translate business connectivity requirements into technical specifications.

API Economy & Marketplace Management:

- Drive the bank's API-led connectivity strategy, creating reusable, business-capability-centric APIs that can be rapidly composed into new products and services.
- Manage and curate the Pearl Bank's API Marketplace, making APIs discoverable and consumable by internal development teams and, in the future, by external partners in a controlled, monetizable manner.
- Champion API-first design principles across the Innovation & Digitization unit.

Performance, Reliability & Monitoring:

- Ensure the integration layer meets stringent non-functional requirements for performance, availability, and scalability, particularly for high-volume financial transactions.
- Implement comprehensive monitoring, alerting, and logging for all integration flows to enable proactive issue detection and rapid resolution.
- Oversee the design and execution of performance, load, and resilience testing for all critical integrations.

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 seeking new solutions to enhance customer experience and drive business growth.

QUALIFICATIONS, EXPERIENCE AND COMPETENCIES REQUIRED

- Bachelor's degree in Computer Science, Software engineering or a related course.
- Minimum of five (5) years of experience in enterprise integration, with at least 2 years in a leadership role and 1 year of hands-on experience with the WSO2 platform or any enterprise integration platform.
- Mandatory, deep technical experience with:
  a) WSO2 Enterprise Integrator and WSO2 API Manager.
  b) Integrating with core banking systems, preferably Finacle (FI & C24 interfaces)
  c) Integrating with Mobile Money platforms, Utility Providers & Billers.
- Proven track record of leading large-scale integration platform migrations.
- Experience in the financial services industry is essential

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@pearbank.com** with job title as subject.
- Closing Date: **Friday 13th February 2026** at **5:00pm**.
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer

/ Grow.Prosper