

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 that has fallen vacant.

POSITION DESCRIPTION

JOB TITLE: MANAGER STRATEGY & PARTNERSHIPS

REPORTS TO: CHIEF PEOPLE & STRATEGY OFFICER

JOB PURPOSE

- The Manager Strategy & Partnerships is responsible for enabling the formulation, execution, and monitoring of the Bank's strategic agenda, while ensuring the Bank remains competitive, forward-looking, and aligned with its purpose of fostering prosperity for Ugandans.
- The role holder will also be responsible for management of the Bank's key strategy partners that support the implementation of the its strategy.

KEY RESPONSIBILITIES/KEY DELIVERABLES

Strategic Planning & Partnerships

- Lead and coordinate the development of the Bank's medium- and long-term strategic plans in consultation with business units and leadership.
- Conduct internal and external analyses—including PESTLE, SWOT, competitor intelligence, and market trends—to inform strategic positioning and ensure the Bank remains competitive.
- Align strategy with the Bank's high impact goals and the national development goals, customer needs, and evolving financial services trends (e.g. digitization, sustainability, financial inclusion).
- Prepare the Bank's strategy documentation, executive briefs, board presentations, and reports for internal and external stakeholders.
- Coordinate strategic engagements with regulators, development partners, and government agencies.

Strategic Initiatives & Execution

- Translate strategic goals into actionable initiatives with clear KPIs and timelines and monitor their progress and monitor implementation.
- Track execution of strategic projects and recommend interventions to address performance gaps.

Stakeholder Engagement & Alignment

- Work with departments to ensure alignment of their operational plans and budgets to the Bank's strategic objectives.
- Support stakeholder communication on strategic direction (internal town halls, board reports, etc.).
- Assist in preparing executive reports, investment proposals, and business cases.

Research & Innovation

- Stay abreast of local and global banking innovations, fintech disruptions, regulatory shifts, and socioeconomic trends.
- Recommend new business models or process enhancements to maintain competitiveness.
- Benchmark the Bank's strategic position relative to peers.

Sustainability

- Lead the development and integration of sustainability goals into the corporate strategy.
- Align sustainability initiatives with business objectives and regulatory requirements

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 Business Administration, Finance, Economics, Strategic Management, or a related field.
- Postgraduate qualification (e.g., MBA, MSc Strategy/Finance, CPA) is an added advantage.
- A minimum of five (5) years of experience in strategy, corporate planning, or performance management within financial services or a regulated industry.
- Experience in managing cross-functional initiatives or business transformation projects.
- High proficiency in strategic tools (Balanced Scorecard, OKRs, Porter's Five Forces, etc.)
- Sound understanding of banking sector trends, digital finance, and sustainability.
- Proficiency in Excel, PowerPoint, and data visualization tools (Power BI, Tableau) is a plus.
- Ability to work independently and influence senior stakeholders.

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 13th February 2026 at 5:00pm.**
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer