

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: PRODUCT CONTROLLER

REPORTS TO: FINANCIAL CONTROLLER

JOB PURPOSE

- The Product Controller is charged with providing independent financial control, valuation oversight, and performance reporting for the Bank's Financial Markets activities, ensuring accurate P&L reporting, strong governance, and compliance with accounting standards and regulatory requirements.
- This role provides assurance that global markets trading activities are conducted in compliance with regulations governing transactions in the financial markets.

KEY RESPONSIBILITIES /KEY DELIVERABLES

P&L and Valuation Control

- Produce and validate daily trading P&L for Financial Markets desks.
- Perform detailed P&L (explain market movements, new trades, carry, FX).
- Independently review and challenge trade valuations and trader marks.
- Investigate and resolve unexplained P&L movements with Front Office.

Independent Price Verification (IPV)

- Conduct regular IPV using independent market data sources.
- Identify valuation differences and escalate issues in line with governance.
- Support valuation committees and maintain valuation documentation.

Financial Control & Reporting

- Ensure accurate accounting for trading products in line with IFRS 9 and IFRS 13.
- Support month-end and year-end close for Financial Markets.
- Prepare financial disclosures related to trading assets and liabilities.
- Support internal and external audits.

Risk & Governance Support

- Monitor valuation adjustments, reserves, and fair value adjustments.
- Partner with Market Risk and Treasury on risk reporting and controls.
- Support stress testing and scenario analysis from a finance perspective.
- Ensure adherence to internal policies and regulatory expectations.

Business Partnering

- Act as the primary finance contact for:
 - Traders
 - Market Risk
 - Treasury
 - Compliance
- Provide finance input into new products, pricing, and structural changes.
- Maintain effective challenge while supporting business objectives.

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 Accounting, Economics, Finance or related degree.
- Professional certifications i.e. ACCA, CPA or CFA.
- ACI dealing certificate an added advantage.
- A minimum of three (3) years working experience.
- A minimum of two (2) years experience as a finance analyst.
- Previous experience with MIS applications is an added advantage.
- Working knowledge of core-banking systems and treasury systems is an added advantage.

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: **Wednesday 18th February 2026 at 5:00pm**.
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer