

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: SUSTAINABILITY PERFORMANCE MANAGER

REPORTS TO: CHIEF FINANCIAL OFFICER

JOB PURPOSE

- The Sustainability Performance Manager is charged with coordinating, implementing, and monitoring the Bank's sustainability performance, ensuring that the sustainability targets are translated into measurable actions, regulatory compliance, and credible reporting, while supporting the Bank's long-term purpose.
- The role focuses on embedding sustainability targets into the Bank's performance, tracking progress while ensuring data integrity, reporting, and making recommendations for improvement.

KEY RESPONSIBILITIES /KEY DELIVERABLES

Sustainability Performance Monitoring & Reporting

- Develop, maintain, and track sustainability performance indicators aligned to the Bank's sustainability framework and any regulatory expectations.
- Monitor progress against approved sustainability targets, action plans, and commitments.
- Produce the Annual Sustainability Report for external stakeholders.

Data Collection & Management

- Coordinate data collection from business and supporting units in line with the set sustainability targets.
- Validate sustainability data for quality, consistency, and reliability prior to reporting.
- Maintain sustainability dashboards and performance reports for management review.

Integration into Business & Risk Processes

- Support the integration of sustainability considerations into performance targets, risk management, operational processes, and decision-making.
- Track sustainability-related commitments within the Bank's products, operational and sales initiatives.

Stakeholder Coordination

- Act as a central coordination point for sustainability-related input across the Bank.
- Liaise with internal stakeholders to clarify data requirements, timelines, and performance expectations.
- Support engagement with external stakeholders such as auditors, consultants, and industry bodies on sustainability matters.

Regulatory & Policy Compliance

- Monitor compliance with local regulatory sustainability requirements, environmental guidelines, and internal policies.
- Support responses to the regulator, shareholder, and stakeholder sustainability information requests.
- Assist in updating sustainability policies, procedures, and guidelines based on regulatory or market developments.

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 or a related course.
- Understanding of accounting concepts or comes from an accounting background.
- Proficient in Excel, Power point and Business Intelligent tools.
- Knowledge & experience of sustainability reporting frameworks is an added advantage
- A minimum of three (3) years working experience.
- Competence in writing reports and making presentations to highlight the effect of changes made.
- Strong interpersonal and stakeholder management skills, with excellent written and verbal communication
- Strong technical, quantitative, and analytical skills and the ability to solve new problems.

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