

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: HEAD CIB AUDIT & ADVISORY SERVICES

REPORTS TO: CHIEF INTERNAL AUDITOR

JOB PURPOSE

- The role holder will be responsible for providing strategic leadership, independent assurance, and advisory services over the Bank's Corporate & Institutional Banking (CIB) and Financial Markets (FM) portfolios. The role is responsible for evaluating the adequacy and effectiveness of governance, risk management, and internal controls across CIB and FM activities, while delivering forward-looking insights that support sustainable growth and regulatory compliance.

KEY RESPONSIBILITIES /KEY DELIVERABLES

A. Audit Leadership & Assurance

- Develop and execute a risk-based audit plan covering all CIB and FM activities, including large corporates, structured finance, trade finance, treasury-related corporate products, and transaction banking.
- Lead complex audits and thematic reviews across credit, operations, compliance, conduct, and technology risks within Financial Markets and CIB.
- Assess the adequacy of credit risk management frameworks, underwriting standards, portfolio monitoring, and large exposure management.
- Evaluate governance arrangements, delegated authorities, and approval processes for structured finance and advisory transactions.
- Provide independent assurance on adherence to regulatory requirements, internal policies, and industry best practices
- Present audit findings and insights to Executive Management and Board Audit Committee.

B. Advisory Services

- Provide independent advisory support on new CIB and FM products, structured finance transactions, process redesign, and system enhancements.
- Offer early risk input during product development and strategic initiatives without compromising audit independence.
- Identify emerging risks and provide proactive recommendations to strengthen controls and operational resilience.

C. Risk & Regulatory Oversight

- Monitor regulatory developments affecting CIB and FM activities and ensure audit coverage remains aligned to supervisory expectations.
- Engage with regulators and external auditors on matters relating to CIB and FM audit coverage.
- Support continuous improvement of risk management practices within the first and second lines of defence.

D. Stakeholder Engagement

- Build and maintain strong working relationships with CIB Business Heads, Risk, Compliance, Legal, and Operations.
- Act as a trusted advisor while maintaining professional independence and objectivity.
- Promote a strong risk and control culture across the CIB business.

E. Team Leadership & Capability Development

- Lead, mentor, and develop audit staff assigned to CIB engagements.
- Build technical capacity in structured finance, credit risk, transaction banking, and advisory services.
- Drive innovation in audit methodology, including data analytics and thematic reviews.

F. Other Duties

- Perform other internal audit and advisory duties as assigned, ensuring alignment with the department's objectives and the bank's overall risk management framework.

Key Deliverables

- Comprehensive annual CIB audit plan aligned to risk profile.
- High-quality audit reports with actionable, risk-focused recommendations.
- Timely tracking and validation of audit issue remediation.
- Thematic insights and risk dashboards for Executive Management and the Board.
- Advisory reports on strategic CIB initiatives.

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

- Relevant training in Corporate & Institutional Banking, Credit Risk, Financial Markets, Transaction Banking or Internal Audit.
- Professional qualification as a chartered accountant and membership to CPA and other professional certifications such as CIA and ACCA would be an added advantage.
- Minimum 10-12 years' banking experience, with at least 5 years in Corporate & Institutional Banking, Credit Risk, Financial Markets or Internal Audit.
- Demonstrated experience auditing or managing large corporate/structured finance portfolios.
- Strong understanding of credit risk assessment, financial analysis, trade finance, and transaction banking operations.
- Experience of interacting with senior management and board-level committees.

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: **Thursday 09th April 2026** at 5:00pm.
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer