

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: LEGAL MANAGER-LITIGATION & RECOVERIES

REPORTS TO: CHIEF LEGAL OFFICER & COMPANY SECRETARY

JOB PURPOSE

- To safeguard the Bank's interests through offering robust legal case management and representing the Bank in all legal disputes.
- The role will also be responsible for the effective and efficient management of potential and ongoing debt collection litigations filed for and against the Bank.

KEY RESPONSIBILITIES /KEY DELIVERABLES

- Designing litigation strategies for effectively representing the Bank in disputes.
- Coordinate with external advocates on Court pleadings through adequate research and appear in Courts of Law as representative of the Bank.
- Review pleadings, documentation required in representing the bank in courts of law for protection and enforcement of its interests and actual representation in courts of Law.
- Ensuring effective representation of the Bank in courts of judicature and tribunals.
- Drafting pleadings and legal opinions to Management on the strengths and weaknesses of the Bank's case.
- Representing and defending the Bank in Courts of Law and safeguarding its interests.
- Execute or ensure execution of documents that are legally binding in a timely manner.
- Monitor, evaluate and report on the performance of external advocates and make recommendations for their remuneration for representing the bank in Courts of Law and in other matters.
- Prepare instructions to external lawyers to represent the Bank and strategies for successful court representation and outcome including recovery of delinquent assets.
- Prepare responses to notices of intention to sue from customers or their legal representative to redress customers or enforce the Bank's rights.
- Defending and managing cases filed by and against defaulting debtors, pursuing alternative dispute resolution mechanisms and coordinating with external counsel on resolution of cases and recovery of claims.
- Manage potential litigations and oversee cases filed by and against the Bank and coordinate with external counsel and cross functional departments on the resolution of the claims.
- Advise the Bank's Senior Management and/or the Board on the most optimal option(s) for resolving legal disputes.
- Pursuing arbitration or alternative dispute resolution mechanisms like mediation or negotiation to resolve legal disputes.
- Submit periodic reports to Management and advise on emerging legal risk trends, genesis of legal liability and recommend mitigation strategies

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

- Bachelor of Law and Diploma in Legal Practice (LDC).
- Practicing certificate.
- 7 years' work experience, 4 of which must have involved active litigation practice in the courts of judicature in Uganda.

THE FOLLOWING DOCUMENTS SHOULD ACCOMPANY THE APPLICATION

- Cover letter, Detailed CV, five judgements where the candidate is listed as Counsel in personal conduct of the matter 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