

# 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 below that has fallen vacant.

## POSITION DESCRIPTION

**JOB TITLE: CHIEF RISK OFFICER**

**REPORTS TO: EXECUTIVE DIRECTOR-OPERATIONS**

## JOB PURPOSE

The purpose of this role is to provide strategic leadership and oversight of the Bank's enterprise-wide risk management framework by identifying, assessing, monitoring, and mitigating risks that may impact achievement of the Bank's strategic objectives in line with internal and regulatory requirements.

The Chief Risk Officer serves as an independent second line of defence and acts as a strategic advisor to Executive Management and the Board on all risk matters affecting the Bank.

## KEY RESPONSIBILITIES /KEY DELIVERABLES

### Enterprise Risk Management Strategy

- Develop, maintain, and continuously enhance the Enterprise Risk Management Framework, including risk policies, procedures, governance structures, and supporting infrastructure in line with the Bank's strategic objectives and regulatory requirements.
- Lead the formulation of the Bank's Risk Appetite Statement (RAS) and ensure that risk limits are cascaded operationally across all business lines, products, and portfolios.
- Embed a strong risk culture across the Bank through integration of risk considerations into strategic planning, awareness, accountability, and risk ownership.

### Credit Risk Management

- Provide oversight over the Bank's credit risk framework, including underwriting standards, portfolio quality, concentration risk, and provisioning.
- Provide independent challenge to the reconciliation between IFRS 9 ECL and BOU prudential provisioning, and on the appropriateness of collateral valuation and treatment under FIA and BOU regulations.

### Operational Risk Management

- Assess operational policies, controls, and frameworks to minimize losses.
- Oversee operational risk assessments, incident reporting, and root cause analysis.
- Monitor operational loss events and implement mitigating controls.
- Ensure strong business continuity management and disaster recovery frameworks.
- Drive fraud risk management initiatives across the Bank to reduce seepages.

### Market, Liquidity & Financial Risk Oversight

- Monitor liquidity risk and capital adequacy in conjunction with Finance and Financial Markets.
- Review stress testing and scenario analysis results to support resilience and financial stability.
- Ensure compliance with prudential and internal risk limits.

## Capital Adequacy & Stress Testing

- Lead the Internal Capital Adequacy Assessment Process (ICAAP), including capital planning, Pillar 2 risk assessment, and integration with the Bank's strategic and budget planning cycles.
- Design and execute the Bank's enterprise-wide stress testing programme — including macroeconomic, idiosyncratic, and reverse stress tests — and integrate outcomes into capital planning and risk appetite calibration.
- Provide assurance over the accuracy of regulatory capital computations returns.

## IT Security & Cyber Risk Oversight

- Provide oversight on IT and cyber risks in collaboration with Business Technology and the ICT Security & Governance team.
- Ensure appropriate controls exist to safeguard information assets, customer data, and digital banking platforms.

## Regulatory Engagement & Compliance Coordination

- Serve as a primary interface with the Bank of Uganda on prudential risk matters, examinations, and supervisory correspondence.
- Coordinate closely with the Head of Compliance to ensure integrated oversight of regulatory, AML/CFT, and conduct risks.
- Ensure timely and accurate submission of all risk-related regulatory returns and remediation of supervisory findings.

## Risk Monitoring, Analytics & Reporting

- Monitor key risk indicators (KRIs) and escalation triggers.
- Present periodic risk reports and insights to EXCO and Board Committees.
- Recommend interventions to address material and emerging risks

## Sustainability, Climate -Related Risk

- Integrate sustainability and climate-related financial risks (physical and transition) into the ERM framework, risk appetite, credit underwriting, and stress testing.
- Oversee environmental and social risk screening of credit exposures and align practices with emerging BOU sustainability standards

## Leadership & People Management

- Provide leadership and direction to the Risk function.
- Build and maintain a high-performing risk management team.
- Drive capability development, succession planning, and performance management within the department.
- Promote ethical conduct and accountability.

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## 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

- A bachelor's degree in a business course or any related degree.
- A professional certificate / master's will be an added advantage.
- A minimum of Eight (8) years' experience in a risk, compliance or audit function in banking, or any financial institution with a proven track record to deliver results of which five (5) should have been at management level.
- Strong exposure to enterprise risk management, credit risk, operational risk, market risk, and regulatory compliance.
- Demonstrated experience engaging Boards, regulators, and executive leadership teams.
- Proven track record in building risk frameworks and driving strong governance practices.

## 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 as **one (1) Pdf**.
- Closing Date: **Wednesday 10<sup>th</sup> June 2026** at **5:00pm**.
- Only shortlisted candidates will be contacted.

**Pearl Bank Uganda Ltd is an equal opportunity employer**