

# 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: SENIOR DATA SCIENTIST

### REPORTS TO: HEAD OF DATA ANALYTICS

#### JOB PURPOSE

- To harness advanced analytics, machine learning, and Artificial Intelligence to transform data into actionable insights, develop predictive models, solve complex business challenges, and enable strategic decision-making and operational efficiency across the Bank.

#### KEY RESPONSIBILITIES /KEY DELIVERABLES

- Advanced Data Analysis & Modeling: Uncover hidden patterns and develop insights relevant to the bank and wallet operations using advanced statistical, quantitative, and Machine Learning methods. Design and implement robust, scalable machine learning models.
- Model Optimization & Monitoring: Optimize model performance and design automated solutions for model monitoring, including data drift detection and correction strategies.
- Explainable AI for Risk: Apply advanced analytics and AI/ML methods to explain the models and ensure transparency and interpretability.
- Framework Development: Develop scalable data science frameworks to enable efficient, build-once, deploy-many capabilities for various financial models.
- Production Integration: Develop and integrate machine learning algorithms into production-grade applications, particularly using FastAPI, ensuring robust, performant, and maintainable solutions.
- Strategic Product Contribution & Collaboration: Contribute to the full product lifecycle from ideation and requirements gathering to development, launch, and post-launch performance monitoring, partnering with senior leadership, business analysts and engineering teams to gather requirements, manage expectations, and secure alignment.
- Responsible AI & Governance: Ensure all data products and analytical solutions adhere to Pearl's stringent risk, compliance, and regulatory standards, including data privacy and ethical AI principles within the financial domain.
- Mentor data scientists and provide guidance on best practices, tools, and methodologies.
- Stay updated on industry trends and emerging technologies, incorporating them into team practices.

#### 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's degree in Computer Science, Data Science, Statistics, or a related field from a recognized institution.
- A master's in data science, computer science, or a similar discipline is advantageous.
- Formal training in machine learning, artificial intelligence, data mining, or statistical modelling.
- Evidence of ongoing professional development through workshops, online courses, or industry certifications in emerging data science methodologies and tools
- Hands-on experience in building and deploying Machine Learning solutions in a production environment.
- Profound knowledge of quantitative methods, probability theory, statistics, and numerical methods.
- Demonstrated MLOps expertise, encompassing model deployment, versioning, lifecycle management, and proficiency in data drift monitoring and correction.
- Proven experience in a quantitative field. Bonus points for exposure to the Financial or Credit Risk industry

#### 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: **Friday 5th June 2026 at 5:00pm.**
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer