VACANCY NOTICE

Pearl Bank

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. In line with our continued growth, the Bank is pleased to offer an exciting career opportunity to competent and results-driven employees and members of the public to apply for the vacant role.

POSITION DESCRIPTION

JOB TITLE: MANAGER AML & SANCTIONS

REPORTS TO: HEAD OF COMPLIANCE

JOB PURPOSE

- The role is responsible for providing leadership and support to the Bank's Anti-Money Laundering (AML); Combating Financing of Terrorism and Proliferation (CFT & CPF); and Sanctions Compliance program in a manner that shall ensure the Bank's business and conduct fully complies with all the relevant laws, regulations, standards, codes, and rules.

KEY RESPONSIBILITIES /KEY DELIVERABLES

- Support the Head of Compliance in the process of formulating the strategic plans for the department and for the Bank from an AML/CFT/CPF compliance perspective — including work plans and budgets for the department.
- Establish, operationalize and regularly review the effectiveness of the Bank's AML/CFT/CPF Risk Management Framework in line with the local and applicable international laws and regulations.
- Deputize the Money Laundering Control Officer (MLCO) and ensure, all activities under the Bank's AML/CFT/CPF program are well established and effectively delivered in line with the local and applicable international laws and regulations.
- Provide leadership and guidance in the execution of day-to-day activities.
- Support the Head of Compliance in talent acquisition, development, productivity and motivation of direct and indirect reports.
- Ensure that compliance training and awareness programs on AML/CFT/CPF as well as all applicable laws and regulatory requirements are delivered effectively to all employees, agents, and any identified user groups.
- Ensure that all correspondences with the regulators and other external parties are attended to timely as well as foster good working relations with all relevant internal and external stakeholders.
- Conduct AML/CFT/CPF and Sanctions Risk Assessments in a timely manner and in line with regulatory requirements and internal policies. Ensure risks are appropriately rated and mitigated.
- Initiate updates to the AML/CFT/CPF and Sanctions policies and the related procedures and processes annually, by trigger events or based on the results of the conducted risk assessments.
- Regularly update management of any emerging and relevant changes in the AML/CFT/CPF environment and ensuring all such changes are integrated into the business processes.
- Act as the Compliance Function's Risk management Champion.
- Prepare Compliance reports and dashboards for Management, relevant committees, the Board and regulators as appropriate properly detailing key AML/CFT/CPF and Sanctions program matters.
- Monitor changes in AML/CFT/CPF laws, regulations, sanctions regimes, emerging typologies, fraud trends, sanctions-evasion techniques and intelligence from regulators, law enforcement and international bodies and translate them into required control changes.
- Ensure optimum utilization of the allocated budget and that payments to third party vendors for compliance systems and tools are aligned with actual consumption and respective contracts.
- Advise stakeholders on AML/CFT/CPF matters while maintaining Compliance independence and ensuring commercial activities remain within regulatory requirements and risk appetite.

BUSINESS BEHAVIOURS

- Ability to communicate clearly both verbally and in written form in a professional manner.
- Ability to demonstrate a positive image and role model the Bank's values and leadership behaviors.
- A sense of ownership, self-drive and pride in performance and its impact on the Bank's success
- Must be a person of impeccable integrity.
- Embrace strategic thinking, creativity and forward-thinking, continually seek new solutions to enhance regulatory compliance and drive business growth.

QUALIFICATIONS, EXPERIENCE AND COMPETENCIES REQUIRED

- Bachelor's degree in a discipline relevant to the role.
- Professional qualification or training in Risk management or Compliance.
- A master's degree or Membership of a professional body in a relevant field will be an added advantage.
- At least five years' experience in Banking or financial consultancy services, three of which are associated with risk management or compliance.
- At least two years of Supervisory experience or an equivalent experience shall be an added advantage.
- A proactive attitude, who maintains the highest professional standards to ensure the Bank is not in a position of risk.
- Ability to build supportive relationships with different stakeholders.
- Makes sound commercial business decisions and is resilient in the face of resistance.
- Credibility, professionalism, and confidence to implement best practice.
- Ability to work with the business to achieve its goals within the relevant regulatory regimes.
- Ability to consistently demonstrate initiative and confidence in day-to-day dealings with Management.
- Analytical thinking with attention to detail.

THE FOLLOWING DOCUMENTS SHOULD ACCOMPANY THE APPLICATION

- Cover letter, Detailed CV, and Copies of academic/qualification 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 02nd October 2026** at **5:00pm**.
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer