



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. 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 SOLUTION QUALITY ASSURANCE & DEVOPS

REPORTS TO: HEAD INNOVATION & DIGITIZATION

JOB PURPOSE

- To establish and lead the unified function that guarantees the quality, security, and reliability of all digital solutions while automating and accelerating delivery through robust DevOps practices and CI/CD pipelines.
- This role is the guardian of our technical excellence, overseeing the entire spectrum of quality assurance, from code to production, and managing the end-to-end software delivery pipeline. The manager will integrate quality and security directly into the development lifecycle (Shift-Left), ensuring that solution delivered processes and solutions are resilient, secure, and meet the highest standards before reaching our customers.

KEY RESPONSIBILITIES /KEY DELIVERABLES

- Develop and implement an integrated strategy for Quality Assurance and DevOps that aligns with the unit's goal of rapid, reliable, and secure software delivery.
- Define and govern the quality gates, security checks, and deployment pipelines across the entire SDLC.
- Champion a "Quality as a Culture" mindset across the engineering and business analysis teams.
- Lead the team in designing and executing comprehensive test strategies, including manual, automated, performance, and regression testing for both front-end and back-end systems.
- DevSecOps/Security QA: Integrate security testing directly into the CI/CD pipeline.
- Oversee SAST, DAST, SCA, and container security scanning to identify and remediate vulnerabilities early.
- Code Quality: Establish and enforce code quality standards through static code analysis, peer reviews, and metrics, ensuring maintainability and reduce technical debt.
- SDLC Process & Risk Management: Own and continuously optimize the SDLC process by identifying, assessing, and mitigating risks related to software quality, security, and production deployment.
- Pipeline Management: Own and optimize the end-to-end CI/CD pipeline using GitLab CI/CD, from code commit to production deployment, ensuring speed, reliability, and security.
- Infrastructure Management: Oversee the management of our hybrid infrastructure stack, including Windows and Linux systems running in virtualized (VMware/Hyper-V) and containerized (Docker, Kubernetes) environments.
- Environment Strategy: Manage the development, staging, and production environments, ensuring consistency, reproducibility, and cost effectiveness.
- Manage and mentor two specialized teams: the QA Engineers (including automation and security specialists) and the DevOps Engineers.
- Act as the key liaison between the engineering team and other units (e.g., IT Operations, CISO Office, Risk) to ensure compliance with bank-wide policies and standards.

- Provide clear visibility into quality metrics, security postures, and deployment status to the Head of Innovation and other stakeholders.
- Evaluate, select, and manage the toolchain for QA (e.g., Tenjin, Selenium, Cypress, JUnit, OWASP ZAP) and DevOps (e.g., GitLab, Ansible, Terraform, Prometheus, Grafana).
- Drive the automation of all repetitive processes, including testing, provisioning, and deployment, to maximize efficiency and minimize human error.
- Foster a culture of continuous improvement through blameless post mortems and iterative refinement of processes and tools.

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/Software engineering or related course.
- Minimum of 5+ years of experience in a combination of Software Engineering, DevOps, or QA roles, with at least 2 years in a leadership/management capacity.
- Mandatory experience in the financial services or a heavily regulated industry, with a deep understanding of IT governance, risk, and compliance (GRC) frameworks.
- Proven track record of building and managing CI/CD pipelines, preferably with GitLab, in a hybrid Windows/Linux environment.
- Hands-on experience with containerization (Docker/Kubernetes) and infrastructure-as-code (Terraform, Ansible).
- Test automation frameworks (e.g., Selenium, Cypress, Rest-Assured).
- Security testing tools (SAST, DAST, SCA) and OWASP principles.

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 02nd October 2026 at 5:00pm**.
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer