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 INTEGRATED RISK

REPORTS TO: CHIEF RISK OFFICER

JOB PURPOSE

To provide independent second-line oversight and challenge the Bank's Market, Credit, liquidity and sustainability risks, so that risks are identified, measured, monitored and reported within the Board approved risk appetite and in line with regulations and Bank policies.

KEY RESPONSIBILITIES /KEY DELIVERABLES

- Monitor foreign exchange, interest rate and investment portfolio risk against Board and ALCO approved limits including the net open position and escalate any breaches.
- Review independent price verification and mark-to-market valuation of treasury instruments and securities and confirm that instrument set up data in valuation models is correct.
- Monitor counterparty exposures on the interbank placements and treasury investments.
- Measure and report interest rate risk in the banking book.
- Independently monitor the Liquidity Coverage Ratio (LCR), Net Stable Funding Ratio (NSFR) and other liquidity metrics against the Financial Institutions (Liquidity) Regulations 2023, BOU guidelines and internal limits.
- Review funding concentration, deposit behaviour assumptions and the contingency funding plan and test the plan at least annually.
- Review the accuracy of BOU liquidity returns before submission.
- Coordinate ICAAP and ILAAP preparation, verify the completeness and consistency of risk inputs, challenge assumptions, and secure Board approval and timely submission to BOU.
- Design and run monthly integrated stress tests across credit, market, liquidity, strategic and operational risk, reporting the impact on capital, earnings and liquidity.
- Monitor capital adequacy against BOU minimums and internal buffers and recommend corrective action.
- Conduct reverse stress testing and scenario analysis at least annually including climate scenarios.
- Monitor portfolio quality against Risk appetite Statement (RAS) and BOU requirements: NPLs, watchlist, early warning indicators, rating migration, sector and single-borrower concentrations, large exposures and insider lending.
- Provide independent challenge on material credit proposals and policy exceptions, attending the Management Credit Committee (MCC) in a non-voting capacity.
- Oversee the IFRS 9 expected credit loss (ECL) process, including staging, key inputs, overlays and movements, and reconcile ECL to BOU credit classification and provisioning requirements.
- Review collateral valuation and coverage practices, restructured-loan performance and recoveries.
- Review the accuracy and timeliness of the BOU monthly credit risk return and other credit-related regulatory submissions.
- Develop the sustainability and climate risk framework and integrate it into the credit, market and liquidity risk frameworks and the RAS, consistent with BoU guidelines on climate-related financial risk.
- Oversee climate and environmental risk assessments across the loan portfolio, covering physical risk (for example, climate-related collateral impairment) and transition risk (for example, carbon-intensive sector exposures), and challenge the first line's assessments.
- Define sustainability KRIs, exposure limits and monitoring tools, and report against them.
- Prepare sustainability risk reports for management and act as the Risk function's focal point on sustainability risk.

Governance and Reporting

- Prepare and present the monthly integrated risk report to the Management Risk Committee (MRC) and the Asset and Liability Committee (ALCO) escalating breaches of risk appetite, emerging risks and overdue remediation.
- Maintain risk dashboards and MIS covering credit portfolio health, ECL movements, market and liquidity metrics and sustainability KRIs, and assure the quality of the underlying data.
- Carry out root-cause analysis of significant risk events and present findings to the CRO.

People, Culture and Capability

- Lead, coach and develop the Integrated Risk Officer and the Credit & Sustainability Risk Officer, setting objectives and reviewing performance.
- Build a strong risk culture with departmental Risk Champions, including risk training programmes, policies and tools for staff.
- Model risk and validation concepts; strong quantitative skills
- Climate and sustainability risk in banking (desirable)
- BOU regulatory framework: Financial Institutions Act and regulations on liquidity, credit classification and provisioning, capital adequacy and corporate governance

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 Business degree in Finance, Commerce, Business Administration, Economics, Statistics, Management, Banking, or any relevant field.
- Possession of a Certified banking qualification, CPA, ACCA, CFA or Master's degree in a relevant field would be an added advantage.
- Relevant Practical training in Risk in the financial services sector.
- Minimum 8 years' banking experience, of which at least 5 in risk management covering credit and/or market and liquidity risk, including at least 2 in a supervisory role.
- Demonstrated experience of IFRS 9 ECL, stress testing and ICAAP/ILAAP processes, and of working with BOU on prudential requirements and returns.

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: **Monday 16th November 2026** at 5:00pm.
- Only shortlisted candidates will be contacted.

Pearl Bank Uganda Ltd is an equal opportunity employer.