

# EXCITING CAREER OPPORTUNITIES

## RE-ADVERTISED

Pride Bank Limited (PBL) was licensed at a Tier II Credit Institution by Bank of Uganda (BoU) in November 2024 and has a capital base of Ugx. 175.8 billion. Pride aims at transforming lives responsibly by focusing on three High Impact Goals: boosting sustainable agricultural value, growing sustainable SMEs to drive economic transformation and fostering economic resilience through financial inclusion while offering innovative financial and non-financial solutions to people at the base of the economic pyramid and serving customers through 42 networked branches and 5 contact offices across the country. Pride is an equal opportunity employer looking for competent and experienced individuals to fill the position of **Compliance Manager as well as Finance Manager – Reporting**.

### 1. COMPLIANCE MANAGER

The Compliance Manager will report to the Head of Compliance and will be based at Head office. He/she will be responsible for developing, administering, implementing, and monitoring plans and programs to ensure compliance with laws, regulations and standards governing Pride's business operations.

#### Specific responsibilities include: -

- Develop, implement, and update internal policies and procedures in line with regulatory requirements. Ensure that Pride staff at all levels understand and follow Pride's policies set to maintain regulatory compliance
- Regularly review changes in laws, regulations, and industry best practices and ensure alignment of Pride's policies and procedures accordingly. Suggest and implement process improvements to enhance efficiency and compliance adherence.
- Implement and monitor Pride's key compliance risk indicator tools/ maps including activities, triggers, probability and action through regular risk and compliance reviews. Assess Pride's operations for compliance risks and identify potential areas of vulnerability.
- Keep up to date with current laws and regulations that affect Pride's operations. Research, evaluate and keep updates in compliance requirements and trends to keep up with the dynamic regulatory and business environment.
- Organize and conduct training programs for Pride employees about compliance regulations and internal policies. Promote an organizational culture that prioritizes ethical conduct and adherence to regulations.

- Prepare and submit mandatory reports to regulatory bodies, ensuring accuracy and timeliness.
- Conduct investigations in response to compliance concerns, potential violations, or suspected policy breaches. Ensure that violations are documented and escalated to senior management or regulatory bodies when necessary.
- Ensure that Compliance staff track closure of gaps identified in Internal Audit, external audit and BOU examination reports.
- Ensure that all compliance-related documentation, including reports, audit findings, and communications, is accurately maintained and easily accessible for review.
- Follow up on responses to BOU instructions and directives and ensure their timely implementation.
- Ensure implementation of BOU operational requirements while supporting business growth through the implementation of agreed upon initiatives.
- Lead and manage the performance and development of all subordinate staff in accordance with the approved individual performance agreements.
- Undertake and monitor Anti Money Laundering (AML) Compliance and reporting to the Financial Intelligence Authority (FIA).

#### Minimum academic qualifications, Experience & competences

- Master's Degree in in Laws, Accounting, Business Administration or in any other relevant/related field.

- Professional qualification in ACCA, CPA is an added advantage.
- Ten (10) years' relevant experience at least five years' experience at management level in a financial institution
- He/she should not be more than 45 years of age.

### 2. FINANCE MANAGER - REPORTING

The Finance Manager - Reporting will report to the Head of Finance and will be based at Head office. He/ she will be responsible for establishing and maintaining financial reporting requirements while ensuring compliance with all regulatory requirements.

#### Specific responsibilities include: -

- Supervise all financial transactions to ensure compliance with policies and procedures.
- Ensure the reliability of accounting data by making necessary adjustments in the general and subsidiary ledgers.
- Ensure timely submission of weekly, monthly and quarterly reports to the different stakeholders.
- Verify data to ensure timely completion and ensuring the accuracy of financial and accounting reports.
- Provide all supporting schedules and reconciliation to avoid discrepancies.
- Co-ordinate information requirements by auditors from different branches and departments.
- Verification and approval of payment vouchers.
- Supervise transactions posted in the core banking system.

- Prepare and pay salaries, other staff benefits and deductions
- Lead and manage the performance and development of the Finance Department staff

#### Minimum academic qualifications, Experience & competences; -

- Master's degree in commerce, Business Administration or any other relevant/related field.
- Bachelor's degree in commerce, Business Administration or any other related field
- Membership in ACCA/ICPAU.
- Ten (10) years' experience in financial management role with at least five years' experience in a managerial role in a supervised financial institution

#### How to apply:

If you believe you have the necessary skills and experience and desire to make a difference, then apply immediately and send a detailed CV, salary expectation, copies of academic and professional certificates, names of 3 referees and a daytime telephone contact to HEAD PEOPLE & CULTURE, using the address below, or on email: [recruitment@pridemicrofinance.co.ug](mailto:recruitment@pridemicrofinance.co.ug) or using the [link, https://www.pridemicrofinance.co.ug/career.html](https://www.pridemicrofinance.co.ug/career.html) not later than **Wednesday March 26, 2025**. Applications received after the closing date will not be considered.

**THOSE WHO APPLIED EARLIER NEED NOT APPLY AGAIN.**