



PostBank

VACANCY NOTICE

PostBank is a Commercial Bank that is committed to fostering prosperity for Ugandans. The bank is growing and giving opportunity for its employees and the public. PostBank is in need of a competent and achievement driven professional to fill up the below role that has fallen vacant.

POSITION DESCRIPTION

JOB TITLE: HEAD OF FINANCIAL MARKETS

REPORTS TO: CHIEF CORPORATE & INSTITUTIONAL BANKING OFFICER

JOB PURPOSE

- The role holder shall be responsible for leading the performance and growth of the Financial Markets business to deliver revenue performance and efficient balance sheet management.

KEY RESPONSIBILITIES /KEY DELIVERABLES

- Develop, cascade, and monitor the implementation of Financial Markets department strategy.
- Lead the growth of Treasury business, optimization of income from surplus funds through prudent investments.
- Develop, implement, and manage an effective FX trading, Liquidity, and foreign exchange Management Strategy for revenue generation.
- Develop, implement and establish procedures for monitoring market risks, liquidity credit and adherence to delegated/approved limits, set limits for Dealers, AMLs, Products and other precautionary limits such as Balance Sheet Triggers within the Bank and ensure that all aspects of Treasury are conducted within all applicable laws, regulations and procedures within the Banking industry.
- Oversee the dealing/interbank borrowing, lending, and foreign exchange activity in Postbank.
- Direct the management of foreign currency positions to protect bank earnings against adverse rate fluctuations, while purchasing bank and customer currency needs in efficient amounts to acceptable rates.
- Implement and monitor ALCO directives as per ALCO agreements/resolutions.
- Ensure that the Bank meets all external and internal liquidity requirements and that proper contingency plans are in place to address excess and deficient liquidity incidences in line with the Bank policy and Procedures.
- Develop and implement mechanisms to mitigate risks inherent in Treasury front office functions.
- Ensure effectiveness of Treasury business Unit structure and systems (policies, process, procedures, and tools) in achieving compliance requirements, optimal efficiency, resource utilization and cost containment.
- Ensure quality of Financial Markets products portfolio with regard to competitively addressing current and anticipated target market needs.
- Build, nurture and maintain relationships with clients to ensure quality management of customer expectations.
- Lead and develop the Financial Markets team, ensuring high-quality leadership, a conducive work environment, and employee satisfaction.
- Perform any other duty as may be assigned by the line Supervisor from time to time

BUSINESS BEHAVIOURS

- **Passion:** Committed to excellence, delivering outstanding results, and making a positive impact on our customers and stakeholders.
- **Teamwork:** Fosters collaboration, mutual respect, and embraces diverse perspectives to achieve shared success and deliver greater value to the Bank.
- **Integrity:** Uphold honesty, transparency, and accountability while ensuring ethical practices in every action.
- **Innovation:** Embraces creativity and forward-thinking, continually seeking new solutions to enhance customer experience and drive business growth.

QUALIFICATIONS, EXPERIENCE AND COMPETENCIES REQUIRED

- A numerate or business-related degree.
- A professional Certification will be an added advantage.
- ACI Certification is required
- Minimum of 7 years working experience, within the Treasury function of a busy and profitable financial institution.
- Practical experience in foreign currency markets, hedging, and exchange.
- Excellent knowledge of accounting and finance principles, with the ability to apply concepts within a treasury context.
- Demonstrable strong communication skills.
- Extensive and demonstrable business acumen in the treasury market for financial institutions
- Appreciation and/or exposure to Risk Management in a Financial Institution.
- Ability to build and sustain productive Client relationships.
- Excellent numerical skills.
- Strong networking and stakeholder engagement skills.
- The ideal candidate should have an impeccable record of integrity

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**, PostBank Uganda.
- Send application to **hr@postbank.co.ug** with job title as subject.
- Closing Date: **Sunday 23rd March 2025 at 5:00pm.**
- Only shortlisted candidates will be contacted.

PostBank Uganda Ltd is an equal opportunity employer.

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