



Head of Risk Control Unit

Locations: Head Office NBC
Time type: Full time
Deadline: 26/07/2024
Job requisition id: R-15966121

NBC is the oldest serving bank in Tanzania with over five decades of experience. We offer a range of retail, business, corporate and investment banking, wealth management products and services.

Job Summary

To Lead, Develop and Manage the Risk Control Unit in order to maximize Team and Individual performance with a view to maintaining a robust Risk Controls framework in the post sanctioning fulfillment activities for the Commercial Banking portfolio.

Job Description

Team Leadership 30%

Responsibilities:

- Manage the overall performance and people agenda in the Risk Control Unit
- Drive recruitment of staff so that the quality of every recruit improves the overall quality of the RCU pool.
- Closely manage those identified as Talent in their team. Ensure that they have clear individual plans that speed their development and gives NBC the maximum benefit from their deployment.
- Ensure that robust and detailed succession plans exist for the RCU and that these are used to develop actions to ensure sufficient bench strength with right people in the right jobs.
- Identify and drive development and training initiatives to ensure that the capability of RCU staff is continually improved.
- Drive EOS action plans to ensure that staff feel good about their team, the RCU and NBC.

- Develop a highly motivated team maintaining excellent relationships with own team and wider teams to ensure achievement of business goals
- Help identify training needs and provide coaching to all members of the Risk Control Unit (RCU) to improve performance and productivity.
- Act as a role model and drive proactive application of NBC Behaviors throughout the team.
- To create awareness amongst Team members on Group Policies, RCU procedures and Regulations
- Keep the Team motivated and ensure accurate and efficient delivery. Build systems to allow for job rotation within RCU to identify and groom Team Members to take leadership roles within the Team
- Proactively contribute to embedding change management initiatives in support of process and quality improvements, cost reductions and development of the people.
- Champion and execute smooth change management including continuous process improvement
- Ensure RCU activities and importance is communicated to the wider business (peers and senior management) and consultation during changes in policies and procedures at business levels

Risk Management 50%

Responsibilities:

- Ensure the highest standard of Post Sanction Fulfillment / Monitoring and Control through formulation and implementation of consistent policies and processes across the Risk Control Unit
- Ensure knowledge and best practice sharing across the RCU.
- Responsibility for personal adherence to governance, compliance and lending portfolio controls. Ensuring own conformance to policy and procedures within the specialist lending function, including proactive management of agreed responsibilities for data integrity.
- Work closely with the centre and in-country credit team to understand the lending portfolio and risk capabilities and to identify gaps or weaknesses in the post sanction process; work in conjunction with the relevant teams to formulate plans to close the gaps
- In charge for Monitoring & Control of Corporate/ECC/FI live portfolio to assure adherence to terms & conditions of sanctions identifying any areas within the portfolio that are cause for concern / potential cause for concern. Communication both up and down the reporting lines.
- Act as a source of technical excellence and point of reference in relation to risk matters for the CCM's, CBD/ECC and RCU.
- Manage the maintenance / improvement of the administration quality of the Portfolio (as detailed in the RCU operating manual).
- Maintain interactive relationship with CCM's and CBD/ECC to ensure rectifying the outstanding issues.
- Quarterly review of the Corporate Credit Key Risks and their mitigating controls through effective RCA tests
- Own and monitor the achievement of agreed targets for risk performance measures by the RCU team taking corrective action where applicable.

- Responsible for the rectification & documentation of any recommendations arising out of Audit/Assurance reports on the Credit Risk.
 - Effective management of the facility limits (loading, amending & cancellation) to ensure that published limits are in line with the latest sanction and in accordance with the operational processes and procedures
 - Management of maintenance, review & follow up of a complete Diary System detailing deficiency & deferrals/loans repayment dates/ excesses clearance dates/dated securities & Covenants.
 - Management of the Financial Covenant and Internal Risk Trigger Monitoring systems/data in regard to its integrity of capturing, advising and escalation of overdue and failed / breached covenants
 - Managing preparing& review of Post Sanction Aide Memoire
 - Liaising with legal team in regard to the non-standard documentation and changes to the standard commercial and standard terms and conditions
 - Improve quality of audits. Will be the point of contact for both internal and external auditors.
 - Manage the monitoring of syndicate loans (repayment of installments, interest, conditions with the agent / participant banks.
 - Periodic review and assessment of root causes in relation to RCA testing and initiating appropriate action to mitigate risks
 - Ensure maker checker concept across RCU processes is carried out without deviation
 - Ensure teams adherence to IRM and Data privacy polices of NBC
 - Oversee Team's Business Continuity plan (BCM) and periodic testing
- Business Risk Management 20%

Responsibilities:

- Ensure a consistent quality of service to RCU stakeholders
- Support the Head of Credit Risk in monitoring service and delivery in line with business needs
- Work in partnership with colleagues and proactively anticipate, respond to and seek to exceed the expectations of customers.
- Attend meetings with the Corporate Credit manager's / Relationship Manager's if problem related issues are to be discussed / need to be resolved.
- Support the CCD in delivering effective PD's for individuals within the team
- Participate in team activities, launches and social occasions.

Qualification

Bachelor's degree in Commerce, Accounting or Finance

Experience

- 5 years working experience in reputable Financial Institution
- Previous experience of working in a reputed financial institution's corporate /commercial sector in the risk function

Knowledge and skills required

- Expert knowledge of commercial banking credit risk operations, credit analysis and controls.
- Good knowledge of operational risk and rigor processes, tools and practices.
- Proven people management skills and team leadership.
- Proven ability to run a service operation, managing often conflicting priorities.
- Computer literacy
- Detailed knowledge of Corporate Business and risk products, policies, procedures and services
- Working knowledge of local regulations relating to lending.
- Awareness of products and services offered by competitor banks
- Expert knowledge of commercial banking credit risk operations, credit analysis and controls.
- Good knowledge of operational risk and rigor processes, tools and practices.
- Proven people management skills and team leadership.
- Communication and Influence - able to communicate effectively across a range of stakeholders in Sales, Risk and Operations
- Innovation and change – the ability to spot opportunities to improve service and deliver on these
- Leadership – the ability to direct the large number of staff in their team to ensure all play their part in attaining the overall goals
- People Capability – the ability to form and develop a high-performing team with robust bench-strength
- Problem Solving and Decision Making – the ability to quickly understand a situation and take decisive action that is bought into by stakeholders
- Quality High Standards and Controls

Qualifications

Bachelor`s Degrees and Advanced Diplomas - Business, Commerce and Management Studies, Credit Risk (Meets all of the requirements), Digital familiarity (Meets some of the requirements and would need further development), Experience in a similar environment at junior specialist level, Openness to change (Meets some of the requirements and would need further development), Reasoning (Meets all of the requirements)

To Apply, [CLICK HERE](#)