



## FINANCE TRUST BANK

### JOB OPPORTUNITY

Finance Trust Bank was licensed as a Tier 1 Commercial Bank on 11th November 2013, taking over the financial services business of Uganda Finance Trust Limited (MDI). Today Finance Trust Bank is a fully-fledged commercial bank serving a clientele of over 500,000 depositors and over 37,000 borrowers, through a network of 34 branches country wide. The bank offers a variety of Products and services including; Savings, Current accounts, Loans, Money transfer services and Bills payments to its target market which comprises of micro, small and medium entrepreneurs, salary earners and youth.

In order to meet the needs of its growing customer base, the company is seeking to recruit dynamic, self-motivated, result-oriented professionals to fill the following position.

#### **Manager Employee Banking**

This position reports to Head of Retail and will be based at the Head Office of the Bank.

#### **Role of the Job:**

The Manager – Employee Banking is responsible for developing, growing and managing the Employee Banking proposition through targeted market segmentation, strategic corporate partnerships and strong relationship management. The role focuses on driving profitable growth in deposits and assets, strengthening corporate payroll relationships, product development, sales execution, talent leadership and ensuring full compliance with regulatory and risk management requirements.

#### **Key Deliverables:**

1. Develop and execute the Employee Banking business strategy and tactical plans in line with the Bank's growth objectives and risk appetite.
2. Grow Employee Banking deposits and asset portfolios through targeted acquisition, retention and balance transfer initiatives.
3. Establish and manage relationships with key corporate institutions to offer Employee Banking solutions, including payroll and balance transfer programs.
4. Fully exploit existing customer relationships to generate new and profitable business opportunities.
5. Create and implement customized corporate offers, including segment-based value propositions, payroll transfer and balance transfer solutions.
6. Support the development and launch of Employee Banking products, sales strategies and campaigns for key market segments.
7. Work closely with Relationship Managers to source, onboard and manage approved corporate employers.
8. Identify and recommend potential organizations for inclusion on the Bank's approved company list.
9. Plan and execute on-site corporate activations, staff clinics, seminars and promotional campaigns and evaluate sales effectiveness.
10. Monitor market trends, competitor activity and customer needs and translate insights into business opportunities.
11. Identify emerging opportunities and act swiftly to convert them into measurable business results.
12. Ensure strong cross-referrals to other relationship teams to deepen customer relationships and wallet share.
13. Support client acquisition and relationship management to achieve Employee Banking growth targets.
14. Provide leadership, motivation and direction to the Employee Banking team to deliver superior results.
15. Implement effective performance management, succession planning and talent retention strategies.
16. Assess risk profiles of customer segments and advise the business on high-risk companies, policies and practices.
17. Contribute to the development and enforcement of effective risk control measures within approved product programs.
18. Ensure Employee Banking operations are 100% compliant with internal policies, procedures and regulatory requirements.

19. Maintain strict adherence to AML, CRM, operational risk and HR standards, with zero tolerance for compliance breaches.
20. Ensure a healthy and controlled business environment through strong governance and ethical conduct.

#### **Educational, Training and experience**

- At least a university degree in business-related field such as Business Administration, Commerce, Accounting, Finance, Economics, Social Sciences etc.
- Master's degree in business administration or in any of the above fields or a professional qualification such as ACCA is a strong added advantage
- At least 3 years of experience in credit management at middle or senior level in a commercial bank
- Good at Product development and Management
- Strong as data analytics and MIS.

#### **Financial Responsibility**

- Deliver agreed Employee Banking financial targets including deposits, assets, revenues and customer acquisition
- Ensure efficient utilization of resources and effective cost management.

#### **Business Behaviours & Personal Specifications**

- High level of integrity, confidentiality and professionalism.
- Strong verbal and written communication skills.
- Ability to build effective working relationships across teams and regions.
- Results-oriented, proactive and accountable for delivery of business outcomes.
- Strong decision-making ability, including in uncertain or dynamic environments.
- Demonstrates leadership behaviours and serves as a role model for the Bank's values.

#### **QUALIFICATIONS, EXPERIENCE AND COMPETENCIES REQUIRED**

- A university degree in Finance, Business Administration, Economics or a related field.
- Master's degree or certified banking/professional qualification (e.g. ACCA) is an added advantage.
- At least **7 years' banking experience**, with a minimum of **4 years in Employee banking**.
- Proven experience in business development, product management and portfolio growth.
- Strong analytical, critical thinking and problem-solving skills.
- Competence in credit analysis, sales leadership, negotiation, customer relationship management and risk assessment.

Position carries an attractive salary and benefits package.

#### **Applications:**

Suitably qualified candidates should address their application to Head of Human Resource, Finance Trust Bank, TWED PLAZA, Plot 22B, Lumumba Avenue, Kampala, Uganda, and email it to [jobs@financetrust.co.ug](mailto:jobs@financetrust.co.ug). as well as photocopies of academic documents, CV and application letter indicating your salary expectation. The CV should include telephone contacts and email addresses of three referees, one of whom should be the most recent employer.

Closing date for submission of the applications is **16<sup>th</sup> January 2026**. *Only shortlisted candidates will be contacted directly on Tel. Numbers 0312 222600 or 0414 341275 ONLY.*

**Please note that in line with the Bank procedures, no job offers are made online.**

***Finance Trust Bank is an equal opportunity employer, all qualified applicants will be considered without regard to certain protected characteristics.***