



FINANCE TRUST BANK

JOB OPPORTUNITY

Finance Trust Bank (FTB) is now a Tier 2 Financial Institution that is regulated by the Central Bank of Uganda. The bank serves a clientele of over 300,000 depositors and over 37,000 borrowers, through a network of 34 branches countrywide. 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. 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.

Security Officer

Report to the Supervisor Security and will be based at Head Office

Role of the Job:

The Security Officer is responsible for safeguarding the bank's physical infrastructure, human capital, and tangible assets. This role focuses on mitigating operational risks, ensuring absolute compliance with central bank safety regulations, maintaining business continuity, and supervising contracted security partners to prevent financial and reputational loss.

Key Deliverables:

1. Operational Risk Mitigation & Surveillance Infrastructure

- **System Integrity Management:** Oversee the daily operational readiness and optimization of integrated security systems, including high-definition CCTV surveillance, biometric access control networks, dual-intervention intrusion alarms, and fire suppression systems.
- **Proactive Threat Intelligence:** Conduct data-driven routine patrols and physical security vulnerability assessments to identify, evaluate, and mitigate emerging operational risks to banking halls, vaults, and back-office areas.
- **Strategic Threat Advisory:** Analyse local and corporate threat landscapes to forecast emerging security risks, proactively advising executive management on tactical solutions and mitigation frameworks.

2. Access Governance & Asset Protection

- **Strict Access Control:** Enforce zero-trust access control protocols for bank staff, contractors, and high-net-worth clients by rigorously verifying identification, credentials, and security clearance.
- **Dual-Control Asset Tracking:** Establish and monitor stringent dual-custody verification workflows for the movement of high-value bank assets, cash-in-transit (CIT) components, and critical IT infrastructure in and out of the facility.
- **Visitor Lifecycle Management:** Govern visitor entry systems by maintaining immutable digital or physical logs and administering tiered-access temporary credentials.

3. Tactical Incident Management & Fraud Investigations

- **Emergency Command Response:** Serve as the primary on-site coordinator during critical operational incidents, security breaches, or medical emergencies, executing rapid-containment protocols.
- **Loss Prevention Investigations:** Lead comprehensive internal investigations into physical security breaches, asset theft, or vandalism; coordinate directly with law enforcement agencies to secure official police records for insurance recovery and asset compensation.
- **Enforcement & Interdiction:** Execute lawful detainment or apprehension of individuals violating banking regulations, committing fraudulent acts, or breaching physical parameters, ensuring the immediate preservation of the crime scene.

4. Guard Force Governance & Vendor Management

- **Contractor Performance Auditing:** Direct the daily deployment, strategic placement, and operational standards of third-party contracted guard forces, holding vendors accountable to strict Service Level Agreements (SLAs).

5. Business Continuity, Regulatory Compliance & Reporting

- **Institutional Compliance Leadership:** Act as a champion for corporate security policies, enforcing Central Bank guidelines and bank-wide security standard operating procedures (SOPs).
- **Business Continuity Readiness:** Design, implement, and facilitate mandatory institutional training modules, including fire drills, active-threat response, and emergency evacuation protocols to maintain high organizational resilience.
- **Data-Driven Reporting:** Compile, analyse, and present comprehensive monthly security operations reports to senior management, highlighting metrics, system uptime, incidents, and strategic recommendations.
- **Crisis Assistance:** Provide tactical, highly professional support to bank staff and clients during high-stress operational anomalies or emergency scenarios.

6. Any Other Duties

- Perform any other duties as may be assigned from time to time.

Educational, Training and experience

- A Bachelor degree from a recognized University
- Certification in criminal investigations/forensics is an added advantage
- At least three years (3) experience preferably in a financial institution

Business Behaviors & Personal Specifications

- High level of integrity and professionalism.
- Strong analytical, critical thinking, and problem-solving skills.
- Excellent verbal and written communication skills.
- Strong organizational skills with attention to detail.
- Ability to work under pressure and meet deadlines.
- Strong interpersonal skills and ability to build relationships across teams.
- Proficient in data analysis and reporting.
- Alignment with the Bank's values
- Ability to deal with uncertainty and emergency
- Good Surveillance Skills

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. 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 **10 July 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.