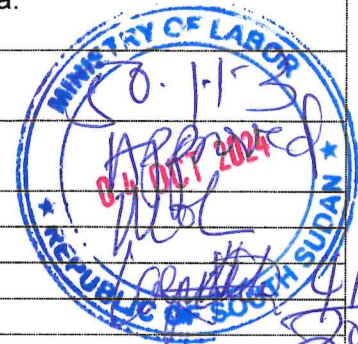


Job Information	
Job Description Name:	Head CIB, Africa Regions Countries III a.
Recommended Position Title:	Head, CIB Stanbic Bank.
Country applicable to:	South Sudan
Job Code:	60052324
Job Family:	Business Support
Sub-function:	Business Management
Job Opening	October 7 2024
Job Closing	October 25, 2024



4/10
2024

Job Purpose

Customise the CIB strategy aligned to Country to grow the franchise in changing environments. The key ambition is a focus on enabling client centricity within known sectors. The incumbent empowers adaptable teams in variable conditions where I am responsible for managing a mix of skills and teams.

Job Functions Essentials

- Adhere to and adapt license to operate standards in a changeable regulatory context with product requirements that have varied and onerous licensing requirements
- Balance trade-offs in business risk related decisions with CIB risk appetite to drive growth in uncertain external macro-economic environment
- Customise CIB strategy and align planning to Country and Group strategy where the aspiration of the geography is to grow the market
- Lead and model a culture of confidence, courage and hunger to win and promote a meaningful and shared purpose across the team where there is variation in local conditions and interplay across contexts. Continuously need to review evolving skills mix required and people fit
- Manage an optimised CIB value chain in a single geography that includes structured solutions designed and executed in country
- Support and guide tactics to enable client centricity across jurisdictions where the number of sectors are known and the focus is on maintenance and retention of client

Job Qualifications

Education

Qualification Type	Field of Studies	Required/Preferred
Bachelor's degree	Business Commerce	Required

Years of Experience

Experience	Experience Details	Required/Preferred
3-4 years	Can unlock market opportunities by exploiting technology architecture, digital, ecosystems and data driven insights	Required

3-4 years	Interpret macro-economic statistics/trends and apply to a single geography where the intent was to grow the market/product/client base Implemented a business change where the approach had to be adapted to the local context Can use insight from social monitoring and established relationships to manage social issues to strengthen brand reputation	Required
3-4 years	Oversee and fulfil fiduciary duties to protect the organisations assets and members' investments Demonstrate a track record of enabling client centricity in a market that was changeable and where prospect for growth was limited Can apply agile principles to drive iterative, outside-in driven changes through empowered cross functional teams	Required
Total Numbers of years of experience required is 12 years.		

Behavioural Competency

Behavioural Competency	Description
Challenging Ideas	Prepared to disagree and question assumptions; challenges ideas and established views; comfortable arguing own perspective
Developing Strategies	is focused on developing strategies; thinks in the longer term and anticipates trends; envisages the future and adopts a visionary approach
Directing People	Is comfortable leading people; coordinates and directs groups; seeks to control things
Empowering Individuals	Motivates individuals by empowering them; seeks to inspire people and groups; gives encouragement to others
Generating Ideas	Is creative in producing ideas; assumes an original approach when generating ideas; adopts radical solutions
Interacting with People	Is lively and projects enthusiasm; is talkative in making contact; is focused on interacting and networking with people
Interpreting Data	Interprets data rationally by quantifying issues; applies technology as a means to evaluating data; evaluates information objectively.
Making Decisions	Is determined and decides on actions; willingly assumes responsibility; is definitive and stands by own decisions



Behavioural Competency	Description
Pursuing Goals	Strives to achieve outstanding results; is ambitious and acts with determination; persists through difficulties to achieve results
Resolving Conflict	Is comfortable calming upset people; handles angry individuals well; is focused on resolving conflict and arguments
Seizing Opportunities	Identifies business opportunities; creates additional sales for future growth; wants to win and outperform competitors
Upholding Standards	Behaves ethically and justly; is discreet and maintains confidentiality; meets commitments by acting with integrity

Competency Group	Governance - Risk - Compliance
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Competency	Level	Competency Description
Risk/ Reward Thinking	4. Advanced	The ability to provide due consideration to risks, rewards and the cost of control measures in evaluating business opportunities, process and system changes.

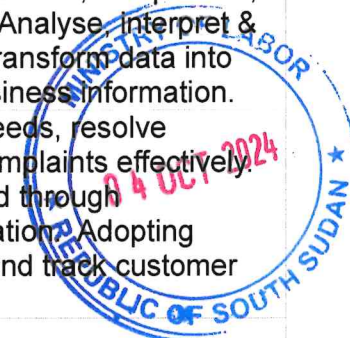
Competency Group	Operational Experience and Automation
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Competency	Level	Competency Description
Business Intelligence	3. Seasoned	Ability to identify, source, analyse, disseminate information which includes products, technology, markets, competitors, industry & ecosystems. Analyse, interpret & evaluate the results to transform data into meaningful & useful business information.
Client Relationship Management	4. Advanced	Ability to define client needs, resolve requests, issues and complaints effectively. Keeping clients informed through professional communication. Adopting processes to enhance and track customer satisfaction.

Competency Group	People and Culture
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Competency	Level	Competency Description
Digital Advocacy	3. Seasoned	Ability to promote a digital mind-set (e.g. values, principles, and practices) across the organisation, to utilise tools and technologies, that enable the workforce and create value for the business.

Competency	Level	Competency Description
Digital Advocacy	3. Seasoned	Ability to promote a digital mind-set (e.g. values, principles, and practices) across the organisation, to utilise tools and



	technologies, that enable the workforce and create value for the business.
Job Scope	
People Management	
5 Direct Resource Managed	2 Indirect Resources Managed.
Contact with Others	
Contacts Description	Collaborate with Wholesale Clients and SBG teams and leaders to explore new markets and offerings to strengthen the franchise position in strategically ambitious location. Foster sound relationships with regulators & industry influencers to maintain awareness of changes & nurture opportunities for growth in a country or region. Seek opportunities to influence decision makers & industry developments to promote growth.

