



## **Financing a Better Future**

Yako Bank (U) Limited was incorporated in the Republic of Uganda in 2010 and licensed as a Credit Institution by the Bank of Uganda in 2020. In September 2015, Yako got its license to operate as a deposit-taking institution and started operations under Yako Microfinance (U) Limited. It upgraded to a Credit Institution in 2020 and was licensed to operate as Yako Bank (U) Limited. Different shareholders own Yako Bank which has been licensed by the Bank of Uganda to provide savings and lending products to different clients.

To meet the needs of its growing customer base, the Bank is seeking to recruit a dynamic, self-motivated, result-oriented professional to fill the following position;

### **IT Manager.**

This position reports directly to the Executive Director and it will be based at Head Office.

### **Role of the Job.**

The job holder will lead the formulation of ICT strategy and contribute to shaping the long-term vision for information management at Yako Bank Uganda Ltd. And shall be responsible for overseeing and optimizing day-to-day ICT operations, ensuring that both staff and clients have seamless access to necessary technical resources, applications, and support. Drive innovation and efficiency to empower Yako Bank to achieve its objectives securely and competitively within the market.

### **Key Result Areas.**

- To create and maintain information technology & management strategy in line with stakeholder needs and in keeping up with current best practices in the field of IT.
- Review, align, and communicate IT performance, resources, and risk with the bank's overall business strategy.
- To ensure alignment of Information technology and management with established strategies and policies.
- Ensure these policies and strategies adhere to governmental, legislative, and regulatory requirements, as well as internationally accepted standards.
- Lead the development of guidelines, standards, policies, and procedures and disseminate them to technology teams in the bank.
- To manage the development and implementation of current and future ICT and business-related technology projects. Specifically, to manage: The

development plans for ongoing integration, upkeep, and improvement of IT systems.

- The management of project and system dependencies at the planning, implementation, and support stages. The sign-off of all project management milestones for IT projects.
- To manage the day-to-day operations of IT systems, ensuring that planning, end-user impact, change management, training, and quality management are properly addressed and monitored to ensure that deadlines, budgets, and service levels are met and results delivered.
- To manage the relationships with (and between) external vendors and suppliers, ensuring contracts and service levels are negotiated in line with strategic aims and financial constraints and ongoing service is in line with agreed contracts.
- To develop and maintain the Major Incident & Business Continuity plan for IT and to implement measures designed to safeguard the information technology and management needs of the Bank in the event of major incidents or disasters.
- Organize and implement servicing and support of all Banking IT systems to agreed service level standards.
- Takes full responsibility for performance management of all direct reports, focusing on all aspects of sound people management: recruitment, development, performance management, career pathing, on-the-job training, coaching and mentoring, and employee engagement within the precincts of the bank's human resource plan, policies, and procedures.
- Define performance contracts for staff and monitor their performance against agreed standards and objectives, working with them to grow their skills.
- To manage the annual Information Management budget and any associated funds. Specifically, to be responsible for the review, audit and prioritization of all Information Management tools, including (in partnership with the Finance Director) the replacement cycle of information technology hardware.

### **Required Competencies.**

- A bachelor's degree in computer science, Information Technology, or a related field.
- A postgraduate qualification is an added advantage.
- Certifications in project management (e.g., PMP), IT governance (e.g., COBIT), ITIL (Information Technology Infrastructure Library) CISSP (Certified Information Systems Security Professional), and CISM (Certified Information Security Manager) would be desirable.
- At least 10 years of progressive experience in IT roles, 5 must be in a supervisory role specifically IT management in a financial institution.
- Proven experience in managing and implementing core banking applications and systems.

**Applications:**

Suitably qualified candidates should address their application to the Human Resource & Administration Manager, Yako Bank, Forest Mall Lugogo, Kampala, Uganda, and email it to [hr@yakobank.com](mailto:hr@yakobank.com) as well as photocopies of academic testimonials, and a CV. The CV should include telephone contacts and email addresses of three referees, one of who should be the most recent employer.

The closing date for submission of the applications is **24<sup>th</sup> January 2025**. *Only shortlisted candidates will be contacted.*

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