

JOB OPPORTUNITY:

Yako Bank was incorporated in 2010 and began operating as a deposit-taking microfinance institution (Yako Microfinance Uganda Ltd) in September 2015. In 2020, the institution was upgraded and licensed by the Bank of Uganda as a Tier II Credit Institution under the name Yako Bank Uganda Limited, taking over the financial services business of its predecessor microfinance arm.

Today, Yako Bank is a fully-fledged credit institution serving a growing clientele through a network of four branches in Kampala and Jinja.

The Bank offers a variety of products and services including savings accounts, term deposits, collateralized and non-collateralized loans, and basic mobile banking services to its target markets—SMEs, salaried individuals, micro-entrepreneurs, and smallholder farmers.

1. SENIOR COMPLIANCE OFFICER (No. of Position 1)

This position reports directly to the **Manager Compliance** and will be based at Head Office.

Role of the Job:

Responsible for identifying, assessing, monitoring and reporting on compliance risk across Yako Bank's current and proposed business activities. The job entails supporting all business activities that advance the Bank's business objectives while ensuring adherence to applicable laws, Bank of Uganda regulations, AML/CFT/CPF requirements and the Bank's internal policies, procedures and guidelines. The role also coordinates and oversees the activities of the Compliance Officer, Monitoring.

Key Result Areas:

- Identify and assess the compliance risk associated with the Bank's current and proposed future business activities, including new products, new business relationships and any extension of operations on a network or international level.
- Identify and keep an inventory, available to all staff, of essential laws and regulations pertinent to the Bank.
- Develop and implement policies, systems, mechanisms and procedures that enable staff to report any failed controls or violations of laid-down policies and procedures.
- Assess the appropriateness of internal policies, procedures and guidelines, follow up any identified deficiencies, make recommendations for amendments where necessary, and supervise the implementation of corrective measures.
- Monitor compliance with internal policies, procedures and guidelines by performing regular and comprehensive compliance risk assessments and testing.
- Develop and maintain an effective support mechanism to enable closure of all compliance-related exceptions raised within the Bank.
- Comply with AML/CFT/CPF policies and procedures, with any non-compliance addressed as per the Bank's disciplinary processes.
- Centralize all information on compliance-related issues, e.g. breaches of regulation, non-respect of the Code of Conduct, policies and procedures, and conflicts of interest.
- Educate and train all staff on compliance with the applicable laws, rules and standards.
- Establish and/or supervise appropriate compliance checks and controls across the Bank, including the Agent network.

- Implement risk/compliance monitoring tools and maps, including activities, triggers, probability and actions.
- Spearhead the implementation of internal controls and ensure that these are adhered to at all times.
- Coordinate and oversee the activities of the Compliance Officer, Monitoring, and perform any other duties as may be assigned from time to time.

Minimum educational and technical competence requirements:

- Honours Bachelor's degree in Business, Finance or a related field from a recognized University.
- Thorough understanding of the financial services sector, regulatory framework, and Bank Policies and Procedures.
- Professional qualification in Governance, Compliance and Conduct, AML/CFT, Financial Crime Risk and Regulation, Fraud Examination or any other related professional discipline is an added advantage.
- A minimum of 3 years of experience in a similar or related role in Compliance, Financial Crime, Auditing, Fraud and Investigations, preferably in a busy commercial banking environment.
- Good analytical skills and attention to detail.
- Good interpersonal skills, with the ability to listen, communicate and train.
- Self-monitoring and ability to travel.
- Team player and high performer with a proven track record.
- Not undergoing any disciplinary action.
- High level of integrity.

Position carries an attractive salary and benefits package.

Applications: Suitably qualified candidates should address their application to Head, Human Resource, Yako Bank. email it to 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.

Closing date for submission of the applications is **12th October, 2026**. Only shortlisted candidates will be contacted.

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