

JOB ADVERT

ABOUT UBA

United Bank for Africa (UBA) is one of Africa's leading financial institutions, with operations in twenty (20) countries and four (4) global financial centers: London, Paris, New York and Dubai. UBA has evolved into a Pan-African, provider of banking and related financial services through diverse channels globally.

United Bank for Africa Uganda represents UBA's pioneer country activities in the East and Southern African sub-region. With a growing network of branches and ATMs across the country, the bank continues to expand the retail and commercial playing field in Uganda by delivering unique financial products and solutions. The bank is seeking to recruit the following highly motivated, competent, result oriented and dynamic professionals for the following positions;

JOB TITLE:	MIS & PERFORMANCE OFFICER
DEPARTMENT/ UNIT:	FINANCE
REPORTS TO:	CHIEF FINANCE OFFICER

JOB OBJECTIVE(S)

- Support strategic decision making and business growth at UBA Uganda.
- Deliver accurate, timely and insightful performance management reports.
- Drive organizational effectiveness by tracking key business metrics and aligning operational activities with the Bank's strategic goals.
- Optimize profitability, enhance business performance and institutionalize data driven decision making through comprehensive business intelligence and performance management frameworks.

DUTIES & RESPONSIBILITIES

1. Performance Management

- Ensure timely availability of business performance information for all business and functional areas of UBA Uganda in relations to revenue generation, cost management and overall profitability
- Provide regular business performance analysis and competitor performance benchmarking to support decision making for business leaders
- Follow up on cost allocations and frameworks for cost management specific to individual businesses and functional areas across the business and functional units.
- Provide the Strategy and Performance Manager with relevant and accurate internal business reporting to support business drives, monitoring and tracking performance.
- Continuously review the Bank's operating model for effectiveness and drive high-level organizational alignment in the Bank to eliminate duplications and redundancies

2. Business Intelligence

- Provide support towards economic, market & business intelligence for strategic, tactical and operational decisions
- Gather, analyze and maintain economic data and statistics to provide business insights with the objective of driving business growth, efficiency and overall profitability
- Conduct an in-depth market and sectoral analysis and provide regular market intelligence with the objective of identifying business opportunities and inherent risks to guide business leaders
- Conduct regular rigorous analysis of internal business activities and performance for comparative and benchmarking purposes.

3. Strategic Management.

- Drive Strategy/business planning in the bank
- Drive the development of business targets for the achievement of the banks corporate financial and non-financial goals and objectives.
- Define and implement high impact transformational initiatives that deliver tangible and quantifiable business results in the Bank.
- Drive and implement business insights from regular rigorous economic and environmental assessment including for the purpose of strategic planning and management decision making.
- Manage success transfer in UBA Uganda (i.e ensure high impact business and operational initiatives in the subsidiary are harvested on a real-time basis, leveraging on technology, and implemented in all other relevant business areas within Uganda.
- Put in place a performance tracker to assess impact of strategic initiatives on realization of business objectives for the reporting period.
- Provide executive decision-making support to the CFO and Business leaders towards delivery of the strategic aspiration for the financial year.

KEY PERFORMANCE INDICATORS

- o Achievement of the Bank's PBT Target in UBA Uganda
- o Achievement of the departmental growth targets.
- o Attainment of efficient balance sheet ratios on liquidity and capital adequacy
- o PBT Budget Achievement for the business units
- o Achievement of the Cost to income ratio target for businesses
- o Timeliness and quality of MIS and market intelligence reports as reported by supported business leaders.
- o Ensure regularity support towards periodic MPRs and QBRs for UBA Uganda.

KEY COMPETENCY REQUIREMENTS

Education:

- o A bachelor's degree in a relevant field such as Accounting, Banking & Finance, Engineering, Mathematics/Statistics.
- o Possession of Professional Accounting Qualifications will be an added advantage.

Experience:

At least 3 years banking experience with hands on experience in handling large volumes of date, MIS or Finance Business Partnering.

Knowledge:

- o Banking Business acumen
- o Banking products
- o Industry Knowledge
- o Fair knowledge of regulatory pronouncements and financial laws.

Skill/Competencies:

- o Market analysis
- o Ability to achieve & surpass business targets
- o Ability to guide high performance teams
- o Creativity & Innovation
- o Analytical Thinking
- o Policy and Regulatory Interpretation skill and Implementation capability
- o Proficiency in excel, power point and other Microsoft programs

HOW TO APPLY

All interested staff should send their CV, application letter and copies of academic certificates to **ubaugandahr@ubagroup.com** addressed to;

Head of Human Capital
United Bank for Africa
Plot 2, Jinja Road
Kampala, Uganda.

Deadline for applications is 30th July 2025.

