

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: HEAD COMMERCIAL
REPORTS TO: EXECUTIVE DIRECTOR

JOB OBJECTIVE(S)

- To lead and expand the bank's Commercial Banking portfolio.
- To provide strategic oversight, drive client acquisition, manage portfolios, and develop innovative banking solutions tailored to the unique needs of commercial clients.

ROLE AND RESPONSIBILITIES

Strategic Leadership & Portfolio Growth

- Develop and execute a comprehensive strategy for Commercial Banking, aligning with UBA Uganda's objectives.
- Lead the identification and acquisition of new commercial clients, enhancing the bank's market share.
- Oversee the management of existing client relationships, ensuring high levels of satisfaction and retention.

Product Development & Market Positioning

- Collaborate with the Product Development Team to design and implement banking solutions that meet the evolving needs of commercial clients.
- Conduct market research and competitor analysis to inform product offerings and identify growth opportunities.

Risk Management & Compliance

- Ensure adherence to the regulatory requirements and internal policies.
- Implement effective risk management practices to maintain a healthy loan portfolio and minimize non-performing assets.

Team Leadership & Development

- Supervise and mentor Relationship Managers fostering a high-performance culture.
- Provide training and development opportunities to enhance team capabilities and service delivery.

Financial Performance & Reporting

- Monitor and report on key performance indicators (KPIs), including loan growth, deposit acquisition, and profitability.
- Develop and manage budgets, ensuring efficient allocation of resources to achieve business objectives.

KEY PERFORMANCE INDICATORS

Achieve the approved Commercial Banking PBT target for the Bank 100% attainment of annual targets (Deposits, Risk Assets, fees & commission, client conversions).

JOB REQUIREMENTS

Education

- Achieve the approved Commercial Banking PBT target for the Bank.
- 100% attainment of annual targets (Deposits, Risk Assets, fees & commission, client conversions).

Experience

- A minimum of 8 years in banking, with at least 5 years in a senior leadership role within Commercial Banking.

KEY COMPETENCY REQUIREMENTS

Knowledge

- Accounting, Finance and Financial analysis.
- Policy and Regulatory Interpretation skill and Implementation capability.
- Good understanding of the banking industry.
- Knowledge of the bank's policies, products and services.
- Relationship management.
- Knowledge on Regulatory policies.
- Financial cost Management.
- Internal processes and policies of the bank.
- Good understanding of financial services sector Banking products.

Skill/Competencies

- Strong understanding of the banking landscape and regulatory environment.
- Proven track record in business development and portfolio management.
- Excellent leadership, communication, and interpersonal skills.
- Proficiency in digital banking platforms and financial analysis tools.

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 Monday, 07th April, 2026

