

# 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 COMPLIANCE  
**REPORTS TO:** MANAGING DIRECTOR /CEO

## JOB OBJECTIVE(S)

- To align AML/CFT efforts to the Bank, regulatory and international standards/requirements and best practice to prevent the Bank's risk of sanctions and associated financial/reputational loss as a result of non-compliance.
- To develop and implement a compliance framework that constantly updates the Bank on its compliance levels with regulatory laws/standards.
- To provide compliance advisory and decision support services to business units and strategic resources function so as to build a strong KYC environment to ensure Zero AML/CFT infractions
- To lead prompt compliance with all Corporate Governance, Code of ethics and Professional conduct and Compliance requirements.

## DUTIES AND RESPONSIBILITY

- Develop, cascade and monitor the implementation of compliance department work plans/Activity plans and budgets in line with the overall bank strategy.
- Develop and implement appropriate AML/CFT sanctions and financial crime prevention policies, procedures, systems and controls and ensure compliance with Anti-Money Laundering and Combating the Financing of Terrorism (AML/CFT) standards across the Bank.
- Develop and implement monitoring tools/ standards/Measures to ensure that the Bank is compliant at all times with the laid out regulation and policies of the local regulatory bodies.
- Provide compliance advisory and support services to the Business Units and other relevant stakeholders to ensure that compliance standard of the Bank is a center of excellence.
- Design and implement compliance sensitizations/trainings programs/plans for staff and service providers to develop a compliance culture amongst employees within the bank by communicating requirements and continuous monitoring.
- Develop and implement channels for internal and external reporting of suspicious activity such as internal whistle blowing in line compliance reporting framework.

- Prepare, submit and present periodic (Weekly/Monthly/Quarterly/Annual) compliance reports/information (Exceptions, suspicious transactions, large cash transactions etc) to management and relevant bodies (Internal and External) to enable informed decisions; escalate major challenges to Board and MD/CEO where necessary.
- Co-ordinate AML/KYC routine examination as per Regulator's examination timetable/schedule as well as managing the Bank's relationships with regulators in relation to compliance issues.
- Train, motivate and manage performance of the Compliance team to enhance staff productivity by providing to-to-day technical guidance and support to the teams as well as monitoring the team's daily activities with continuous feedback for improvement in line with the HCM policies.
- Develop a timetable for the administration of compliance assessments and questionnaires in line with the compliance work plan.

## JOB REQUIREMENTS

### Education

- o A minimum of university first degree from a Reputable University.

### Experience

- o At least 7 years compliance experience; preferably in the banking sector with a minimum of 3 years in leadership capacity.

### Skill/Competencies

- o In-depth knowledge of regulatory requirements pertaining to financial crime prevention.
- o Exposure and experience in a Financial Operations role.
- o Good relationship management.
- o Understanding of the AML/CFT cycle.
- o Must have the ability to identify suspicious transactions.
- o Understanding of business operations
- o Excellent analytical and investigative skills.
- o Proficient in the uses of computer and basic MS Office tools.
- o Meticulous, pays attention to detail.
- o Good Leadership skills,
- o Excellent communication skills – written and verbal.

## 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 Friday, 24th April, 2026**

