



## JOB VACANCY

CRDB Bank PLC is looking for suitable person to fill a vacant position of **Analyst; Market & Liquidity Risk** in the Department of Risk & Compliance at the Head Office, in Dar es Salaam.

### **Job Purpose:**

To support Senior Manager; Market and Liquidity Risk in managing and providing oversight on the Bank's exposure to Market and Liquidity Risks to ensure interest rate, foreign exchange, price and liquidity risks. In line with the bank's overall risk management framework and appetite, monitoring compliance to statutory and regulatory risks related to Market and Liquidity Risks in the bank, and developing and implementing related risk policies and procedures in line with the organization's risk profile.

### **Key responsibilities:**

- Review and develop annual activity plan for Market & Liquidity Risk Unit and contribute to the overall activity plan for the department of Risk and Compliance.
- Performing independent market and liquidity risk reviews in the Treasury space (front and back office) at Head Office and subsidiaries for new and existing products, processes and systems in line with overall Group risk management framework as part of accomplishing the bank's strategic plan.
- Review and contribute to the development of Market and Liquidity risk specific policies and procedures of the bank and subsidiaries to ensure they are aligned with internal and external developments, regulatory imperatives and industry best practices.
- Designing stress rest scenarios, performing stress test of the Bank's balance sheet, interpreting the results and advising management on the best way to manage inherent or evolving risks.
- Develop, implement and monitor risk management tools and metrics for effective market risk management i.e. including but not limited to PV01, Duration, DvaR, etc.
- Fully participate on implementation of Treasury Management Systems (TMS).
- Daily monitoring of the dealing room activities i.e. reporting on NOP, Fixed Income and Money market portfolio and reconciling all positions to ensure the same are balancing.
- Daily review and check of trade and transaction rate reasonability to ensure consistency, spot all deviations for correction and reporting.
- Develop/review and monitor Key Risk Indicators (KRIs) and RCSAs for market & liquidity risk to ensure all sources of risks have been identified, measured and mitigated.
- Ensure active and ongoing engagement with both the front office and back office to understand, monitor, and govern Market and Liquidity risk and to ensure all actions are compliant with prescribed policies.
- Provide market and liquidity risk specific management reports to ALCO and Management Operational Risk Committee for decision making.
- Risk Limit Governance: Assist in setting market and liquidity risk limits that align with the Bank's risk appetite.

- Monitor and report dealing room limit utilizations and ensure that all limit breaches are reported to the Management.
- Ensure that market and liquidity risks are measured and monitored according to regulatory requirements and industry best practice.
- Ensure the logging & tracking of identified issues affecting market and liquidity position in the treasury space with support units for analysis and resolution, and escalating of unresolved issues to senior management.
- Monitor external risk factors that may warrant market & liquidity risk to ensure measures are put in place to mitigate similar exposures to the bank.
- Training of bank staff on risk management principles, challenges, and their role as process owners to ensure risk management culture is inculcated among all staff in the bank.
- Ensure timely closure of control issues on the unit raised by different reviewers' i.e. internal and external auditors, risk & compliance and bank examiners.
- Monitor middle office specific reports from head office (including those from Parent Treasury Front Office and Treasury Operations) and Burundi Subsidiary.
- Ensure that Market and Liquidity risk management practices of the Burundi Subsidiary are properly aligned and replicated with the parent practices through support in review of policies, procedures and practices, and performance and compliance monitoring.
- Perform any other assigned duties as may be required by the Management/Director of Risk and Compliance.

**Attributes:**

- Understanding of Treasury products and processes, risks inherent in Treasury products and processes and their management;
- Strong understanding of regulatory requirements guiding the Dealing room / or risk taken by the Front office.
- Resilient understanding of financial risk management measurement tools such as DvaR, PV01, and Duration etc.
- Solid understanding and usage of Excel, PPT and Treasury Management Systems.
- Good understanding of ICAAP and Capital management principles (covering capital allocation).
- Good understanding of model validation/review.
- Ability to develop excel macros and working with big data excel spreadsheets.
- Some knowledge in enterprise wide risk management framework, including risk identification, risk appetite and strategy, risk-related decisions, processes and controls, risk analytics and governance.
- Ability to interact with and build relationships with people from different departments and levels of seniority.

**Qualifications and Experience:**

- Bachelor degree in Finance, Banking, Economics, Accountancy, or business related subjects from a recognized university/institution. Master's degree in the mentioned fields will be an added advantage.
- Possession of a Risk Management certification from a recognized institution, or ACI – Certification.
- A candidate for this role must have worked in a similar role with exposure to Middle Office/Market and Liquidity Risks/Treasury in any Bank or Financial institution for not less than 5 years.

**Remuneration:**

CRDB BANK PLC offers competitive remuneration and benefits. Successful candidate will receive attractive and competitive package commensurate with the demands of the position.

**Mode of Application & Closing Date**

Interested candidates who meet the above criteria should submit an Application Letter accompanied with copies of academic transcripts, certificates and with a detailed up to date CV with two work related referees addressed to the Director of Human Resources to reach him not later than **14<sup>th</sup> October 2019**.

**Director of Human Resources****CRDB Bank Limited****P.O. Box 268****DAR ES SALAAM**

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