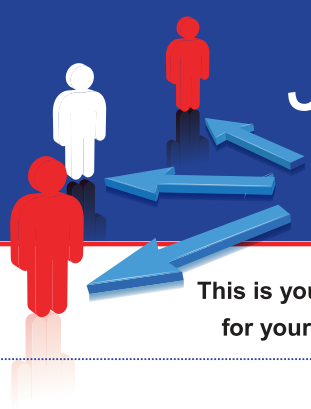


JOB OPPORTUNITY

Job Title: Manager Non Interest Income

This is your chance to belong to a world-class bank. A bank that not only caters for your position globally but that realizes your importance as an employee

Position: Manager Non Interest Income

Reporting to: Manager MI & Performance Analytics

Location: Head Office, Dar es Salaam

Purpose:

To formulate and execute Retail & Corporate non-interest pricing strategies across NBC

Key Resiponsibilities:

- Conceptualise and deploy an integrated medium term non-interest pricing strategy/design for NBC in collaboration with relevant NBC stakeholders e.g. Corporate, Retail etc.
- Develop and maintain tools and analytical techniques by gathering the correct business requirements to simulate non interest pricing changes across the Group.
- Develop and monitor monthly ad-hoc reporting by holding the relevant project meetings to measure the effectiveness of non-interest pricing.
- Develop and maintain competitor pricing analyses by completing the relevant benchmarking exercises including international interest pricing trends / activities.
- Provide relevant non-interest pricing input to the Medium Term Planning (MTP) and Short Term Planning (STP) processes by being part of the strategy and planning sessions.
- Provide relevant non-interest pricing input to new product developments by holding meetings with the relevant departments such as Corporate, Retail, etc.
- Develop relevant training materials to improve staff awareness and understanding of the non - interest pricing policy from Head Office through to the front line.
- Ensure collaboration and integration across product lines and market segments by attending the relevant meetings to eliminate non-interest pricing arbitrage risk and optimally impact the contribution of non-interest interest pricing.
- Establish and participate in relevant decision/governance forums to ensure support for and the consistent execution of non-interest pricing strategy and design.
- Design and implement the annual pricing review as well as ad-hoc pricing changes by attending the relevant forum meetings in support of agreed pricing strategy/design with approval from mandated pricing officials.
- Oversee the activities of the Non-Interest Pricing Consultant to ensure effective delivery of the pricing models.
- Develop a high performing team by embedding formal performance development and informal coaching.
- Encourage frequent knowledge sharing between team members.
- Determine and analyse development needs for the team and ensure that identified training requirements are budgeted for and executed.
- Establish and maintain a succession plan for the team.
- Interview and recruit new members of the team, including determining appropriate compensation levels with input from Human Resources.
- Create effective workforce and recruitment demand plans to ensure that current and future business requirements can be met. Plans should be revised at least twice a year.
- Review and update the department's organisation structure and role description on at least an annual basis to ensure that they are fit for purpose and contain all the accountabilities of each team member.
- Motivate to and obtain approval from the Manager MI & Performance Analytics for any additional headcount for the team.
- Approve leave a request for team members and create leave plans to ensure adequate coverage.
- When required, initiate disciplinary processes for team members calling on support from Human Resources when required.

Competencies and Technical Skills:

- Knowledge of Financial services pricing specialist
- Relationship management Skills
- Project management Skills
- Relationship/partnership approach - Excellent team player
- Strong analytical skills, interpretation of data
- Awareness of cultural differences and varying legal/regulatory environments
- Excellent communication skills (verbal and written) and experience in Client interactions

Qualifications & Experience:

- Bachelor Degree in Business Management
- Five (5) years experience within a banking environment or Five (5) years experience within a Strategy or Product Management or Price environment

Remuneration:

Attractive salary including performance based bonus on achieving targets and overall business performance.

Contract: Tenure

NBC IS AN EQUAL OPPORTUNITY EMPLOYER

Applicants are invited to submit their application letter, CV's, copies of certificates, 2 referees and their contacts to;

Human Resources Business Partner

National Bank of Commerce (NBC)

7th Floor, NBC House

P.O. Box 1863

Dar es Salaam

Fax no: +255 22 2134662

E-mail: humanresources@nbctz.com

If you are not contacted by NBC within thirty (30) days after the closing date, you should consider your application as unsuccessful.

Please send all applications before 10th June, 2013.

NBC
National Bank of Commerce
Conveniently Everywhere.