Job Title:	Senior Manager, Business Analysis and Strategy	**Reports to:**	Chief Executive Officer
Unit:	Strategy & Sustainability	**Department:**	Executive office
Grade:		**Date:**	
Job holder:		**Supervisor:**	
Signature:		**Signature:**	

Job Purpose Statement
To provide support to Executive Leadership to develop and implement the Bank strategies, identify and implement strategic initiatives, lead organisational change and communication, drive strategic performance in order to achieve strategic results for sustainable stakeholder value.

Key Accountabilities (Duties and Responsibilities)		
Perspective	**% Weighting** *(to add up to 100%)*	**Output**
Financial	**45%**	• Support development of the short term and long term Bank strategy • Monitor & report on the implementation of initiatives for the achievement of the 5-year strategy. • Support annual strategic themes and business plans • Partner with departments to develop and execute functional strategies in alignment with the corporate strategy. • Undertake Budgeting, Planning and collation of information for review of the Bank's Strategy. • Provide the leadership with relevant information and insights on local, regional and global market trends, competitive information, industry trends, and customer behaviour and industry dynamics to aid strategy

		development, strategic performance reviews and medium to long-term forecasts. • Conduct robust periodic Strategic Business Reviews through Quarterly Business Reviews (QBRs), and Half Yearly Business Reviews (HBRs) with early warning alerts and initiatives for course correction to enable the Bank achieve its strategic plans sustainably. • Provide the leadership with insights on market activity, competitor behaviour, capital markets, industry dynamics, investor issues and the impact of these on the business.
Internal business processes	**20%**	• Develop an Integrated and scalable framework that aligns operational strategy with business execution and ensure that appropriate metrics are in place to measure performance and progress towards strategic goals; • Develop and execute an engagement plan to support strategy alignment, cascading and periodic strategic performance communication.
Customer	**25%**	• Regular and relevant communication with a broad range of constituencies—analysts, brokers, investors, investment bankers, credit rating agencies, and the board of directors • Regular and relevant communication within the regulatory framework of a listed entity and executed on a broad range of platforms; written documents, Web site pages, press releases, conference calls, road shows, and other meetings. • Analyse and recommend business strategies to be used for the local market and customer segmentation, branding, sales and financial reporting • Contribute to the innovation framework within the business lines to facilitate the systematic generation, selection and implementation of value adding ideas. • Provide customer insights by blending data with deep understanding of user needs, habits, and perceptions developed through targeted interviews, usability studies, research and customer feedback

Learning and growth	**10%**	• Maintain professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; benchmarking state-of-the-art practices; participating in professional societies. • Contribute to team effort by accomplishing related results as needed. • Employee Engagement score as per company target. • Leadership - 360-degree feedback score as per company target.

Job Dimensions

Reporting Relationships: jobs that report to this position directly and indirectly	
Direct Reports	N/A
Indirect Reports	N/A

Stakeholder Management: key stakeholders that the position holder will need to liaise/work with to be successful in this role.	
Internal • All business leaders/ • Finance team	**External** • External Auditors • Regulators Rating Agencies/Partners

Decision Making Authority /Mandates/Constraints: the decisions the position holder is empowered to make *(Indicate if it is Operational, Managerial or Strategic). Please also highlight any budgetary control responsibility if applicable for the role.*
Strategic decisions • Annual and Long Term Corporate Strategic Plans • QBRs initiatives for course correction **Managerial/Operational** • Budgetary control for Strategy, Change and Investor Relations • Recommendations regarding tools, approaches, policies and procedures pertaining to the scope of the role and any other deemed beneficial to the organisation.

Work cycle and impact: time horizon and nature of impact (Planning) *(e.g. Less than 1 week, 2 weeks, 2 weeks – 1 month, 1month – 3 months, 3-6 months, 6-12 months, above 1 year)*
Strategic Planning • 1- 5 years • Quarterly Business Review initiatives for course correction **Management** • 3months – 6 months

Ideal Job Specifications
Academic: • University degree in a business related degree. **Professional:** • Professional Accounting and or marketing and or business management qualification (desirable) **Desired work experience:** • At least 8 years cross-functional experience, three (3) years of which should be in a functional leadership or strategy management role in a medium to large sized organization. • Excellent analytical and predictive insight generation; presentation and organisational skills. • Excellent Communications Skills • Attention to detail and tolerance for working on multiple projects simultaneously. • Proficiency in MS Office Suite (Word, Excel, PowerPoint), as well an ERP software. • Strong understanding of financial reports, analytic methods, and data tools/technology are often required. • Ability to think in abstract

Ideal Job competencies

Technical Competencies	
Strategic Thinking	• Highly skilled in recognising patterns in data that reveal potential for value creation and creative insight into strategic issues and opportunities that open up new possibilities for the business. • Demonstrates a deep understanding of areas of real competitive advantage across the business • Communicates a coherent view of key changes in the future operating environment and consistently challenges the business to respond • Supports the business to select the best value alternative • Challenges stakeholders/business leaders to align current actions with medium and long-term implications
Commercial Acumen	• Identifies opportunities and problems in ambiguous situations that requires complex commercial evaluation • Considers alternative scenarios and applies judgement to help drive great decisions • Identifies benchmarking opportunities and seeks new financial analysis techniques for enhanced business decision making • Coaches and embeds commercial knowledge and understanding with business partners to ensure focus on supporting the right initiatives and business decisions
Investor Relations	• Uses in-depth financial knowledge to seamlessly move between the detail of the financial statements and big picture strategy and business performance • Promotes the Investor Relations agenda internally and is well networked with the markets and switched on to current issues / news flow • Analyses sector performance and anticipates read across from competitor performance and news flow on the Bank's external perception • Delivers impactful communication with balanced messages to investors • Explores new investor opportunities and maintains existing relationships

Technical Competencies	
Business Support	• Shows ability to lead the organisation through significant change, gaining senior management support • Identifies and Initiates organisation-wide changes in multiple functions and markets. • Leads organisational development changes that drive true transformation. • Facilitates organisational culture changes to ensure both a positive working environment and a professional image • Seen as a critical source of insight with ability to consistently reframe issues from different perspectives • Adapts own/project objectives based on the context behind stakeholder needs and requests for a win-win outcome • Manages partner expectations of by anticipating and influencing changing priorities • Support Business in implementing and achieving the Bank strategy

Behavioural Competencies	
Leadership	• Leads and conducts highly sensitive consultations, builds strategic support, partnerships and alliances, both internally and externally • Sets broad strategic goals and clear accountabilities; establishes a working environment that promotes and recognizes excellence • Shows willingness to become directly and personally involved, where appropriate • Establishes and conveys the principles of shared leadership, openness and trust to foster adaptation and change • Articulates a vision that creates excitement, enthusiasm and commitment from others • Recognises individuals with skills that surpass their own and utilise them to achieve a better outcome • Encourages and supports others to take on new challenges and opportunities

Behavioural Competencies	
Communication	• Delivers high-impact presentations and arguments that inspire audience support. • Handles questions well in highly visible, adversarial situations. • Demonstrates genuine interest and empathy when listening to others. • Comprehends the nuances of both what is said and how it is said (e.g., tone, feelings, context, and nonverbal cues). • Promotes a free flow of information throughout the organisation (upward, downward and across). • Communicates effectively to a wide variety of audiences at all organisational level • Presents a compelling rationale to support one's position and manage the expectations of key stakeholders

This JD is signed-off with reference having been made to the organisation's core values and aligned competencies against these values.