



Job Title:	Relationship Manager	Reports to:	Head of Corporate Banking & Institutional Banking.
Unit:	Corporate Banking	Department:	Corporate Banking
Grade:	Band 5	Date:	
Job holder:		Supervisor:	
Signature:		Signature:	

Job Purpose Statement
<p>Manage a portfolio of corporate customers; serve as their primary point of contact and financial advisor as well as prospect and acquire new corporate customers to grow the Bank's revenue and share of wallet for the assigned portfolio in line with the Bank's strategy.</p> <p>Apply experience in Corporate Relationship Management to</p> <ul style="list-style-type: none"> • Develop and implement account plans for the assigned portfolio target market, • Structure and sell solutions that address the customers' needs, • Customer acquisition, satisfaction, growth and retention are critical to succeed in this role. <p>Collaborate with all key stakeholders within the bank to ensure fulfilment of all deliverables.</p> <p>Actively engage Client Service Managers/and other support functions towards seeking customer excellence</p>

Key Accountabilities (Duties and Responsibilities)		
Perspective	% Weighting (to add up to 100%)	Output
Financial	40	<p>This position is responsible for achievement of the portfolio's annual financial targets both P&L and balance sheet.</p> <ul style="list-style-type: none"> → Balance Sheet Growth → Profitability: PBT → Clear and effective portfolio growth strategy that is translated into performance scorecards that deliver revenue, profitability and share of market objectives. → PAR contained within the limits set. → NPL < 5%. → PAR aggressively managed within the first 30 days to minimize conversion to NPL status.

Internal business processes	20	Responsible for adhering to approved policies and procedures and providing feedback on the same so as to keep them competitive. → Audit issues closed within the quarter of identification, or within the agreed time frames, whichever is shorter. → Nil repeat findings → 100% SLA Adherence → 100% adherence to agreed turnaround times
Customer	20	Driving customer satisfaction, developing and growing relationships with existing and potential customers, identifying opportunities for business development and guiding product development. Accurate real-time CRM data → Customer satisfaction: - Net Promoter Score - CSI/RSI
Learning and growth	20	Delivering the performance objectives set and managing his/her own learning and development to build capacity and avail him/herself for coaching and training opportunities. → Level of own development plan maintenance. → Own competency score.

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 Bank departments	External Corporate Banking customers, financial institutions, industry players, national and county governments, regulators, etc.

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.
<ul style="list-style-type: none"> • Pricing structures and negotiation parameters. • Recommending the product offering for the portfolio. • Escalation point to sustain value-add customer relationship.

Work cycle and impact: time horizon and nature of impact (Planning)

(e.g. Less than 1 week, 2 weeks, 2 weeks – 1 month, 1 month – 3 months, 3-6 months, 6-12 months, above 1 year)

The job holder works on an annual cycle.

Ideal Job Specifications

Academic:

Bachelor’s degree from a recognized accredited university.

Professional:

At least 5 years’ experience in Corporate Banking and Relationship Management experience in a Banking or Financial institution environment

Desired work experience:

Proven track record of consistently achieving a portfolio’s financial growth.

Experience in products, bank operations and customer experience is highly desirable.

Knowledge of the local banking industry, banking products, banking services and banking regulations. Sound working knowledge and understanding of general Commercial Banking regulations and practices.

Ideal Job competencies

Technical Competencies	
Banking	Broad based working / operational knowledge of banking (breadth and depth). Certification in multiple areas of banking and/or banking support services. Reference point and mentor for customers, colleagues, partners, for areas of expertise
Leadership	Exercises self-leadership delivering assigned work in line with professional and technical standards within given time frames. Is reliable and works collaboratively. Has the cognitive intelligence to draw together contrasting strands of information and present a compelling position. Adheres to the company’s values and policies and delivers to set objectives. Has high moral intelligence.
Customer Management	Creates value adding solutions drawn from different product offerings to address client needs. Socialises and sell the solution to the different stakeholders as appropriate. Closes the sale and monitors realisation of value for both the client and the bank.

Behavioural Competencies	
Emotional Intelligence	Knows own strengths and limits; aware of own emotions and the effect they have on others and has the self-control to keep disruptive emotions and impulses in check.
Social and Cross-cultural Awareness	Interacts with people (colleagues, customers, stakeholders and the public at large) in different social and cultural environments, showing respect and positive regard for them in an ethical and appropriate that are consistently with the values of the organization.
Agile	Able to change plans, methods, opinions or goals in light of new information, with the readiness to act on opportunities.

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