



Exciting Career Opportunities

Head of Compliance (Micro-Finance Zambia)

Reporting to:
Chief Executive Officer

Business Unit: Compliance

Location: Lusaka

Job purpose

To develop, implement and monitor a compliance strategy in-country by ensuring appropriate control frameworks are implemented, partnering with the business to raise the profile of compliance, identifying and managing key compliance risks and facilitating the achievement of compliance objectives. Must continually evaluate the institution's policies and procedures to make sure they are not in violation of any regulations.

Key Areas of Responsibility

- Initiate, maintain and enhance the Finance Institution Policy Universe and Program to prevent illegal and unethical conduct; ensure the compliance operating framework is embedded across the country to meet internal policy guidelines and statutory requirements
- Oversee the development of a consistent operating framework for the identification, management, monitoring and reporting of compliance risks and issues
- Creation of a financial crime risk management policy that establishes the principles, commitment to and management of, financial crime risks
- Act as AMLCO for the country to provide overall

monitoring and supervision of AML compliance by in-country BU's

- Implement standards for business-wide transaction and activity monitoring, list management, risk identification / remediation and risk rating and ensure these standards are communicated and implemented at country level
- Maintain professional working relationships with regulators and other in-country stakeholders
- Provide compliance input into the design of new products, product lines and services in-country
- Provide final approval for any policy deviations according to statutory requirements
- Identify and implement cost savings and other financial efficiencies where appropriate
- Implement appropriate reporting of violations and corrective action plans for resolution of problematic issues, establish and provide direction and management of the compliance hotline.
- Develop an effective compliance ongoing training program.

Education Requirements

- Grade 12 School Certificate with 5 credits including English and Mathematics
- Degree in law, accounting or any other business related field such as audit, risk management or similar; must meet "fit and proper" requirements of a Compliance Manager as prescribed by local regulators
- Relevant post-graduate qualification (advantageous)
- 7+ years' post-qualification experience in compliance management within a banking or financial institution environment with significant experience of financial crime risk management
- Prior position in Governance, Risk or Audit in an Internal audit position or External auditing firm regulatory drivers is essential.

Interested Applicants who meet the job requirements should e-mail their CV's to jobs-zm@bancabc.com. Only shortlisted candidates will be contacted. Be sure to include the job applied for in the subject field. **Closing date: Friday 7th February, 2020.**

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