



## **1. JOB TITLE: SENIOR SPECIALIST: RESULTS MANAGEMENT**

### **Department**

**DEPARTMENT OF BUSINESS TRANSFORMATION**

**Location: Tanzania Head Office**

**Number of openings: 1**

### **Job Purpose**

**Enhancing general bank performance through designing strategic KPIs, tracking and data-driven insights.**

### **Principle Responsibilities**

#### **Strategic Planning and Execution**

- Develop and execute strategies aimed at enhancing overall bank performance, ensuring alignment with corporate goals and objectives.**
- Establish and track KPIs to assess and report on the bank's operational success and strategic alignment.**

#### **Data Management and Analysis**

- Implement processes to maintain data accuracy and integrity, ensuring it provides a reliable basis for informed decision-making.**
- Use advanced analytical techniques and performance intelligence tools to extract insightful patterns and trends from data, supporting strategic decision-making.**

#### **Performance Intelligence (PI)**

- Optimize PI tools and platforms to improve data accessibility and usability across the bank.**

- **Coordinate the development and maintenance of intuitive dashboards and reports that deliver essential insights to bank leaders.**
- **Apply predictive analytics to anticipate performance trends and uncover opportunities to meet targets and or drive efficiency.**

#### **Continuous Improvement and Innovation**

- **Identify and implement improvements in existing processes on results management for enhanced efficiency and effectiveness.**
- **Encourage experimentation with emerging PI technologies and methodologies to advance the analytical capabilities.**
- **Manage resource allocation to ensure effective results management operations and timely delivery of insights and analysis.**
- **Foster a culture of continuous improvement and professional development.**

#### **Communication and Reporting**

- **Effectively communicate data-driven insights and strategic recommendations to senior management and stakeholders.**
- **Transform complex analytical outputs into compelling narratives that facilitate decision-making and organizational change.**

#### **Risk Management and Compliance**

- **Assess potential risks within PI initiatives and develop strategies to mitigate these risks, ensuring data security.**
- **Ensure results management operations comply with relevant policies and regulatory standards, focusing on data privacy and protection.**

#### **Qualifications Required**

- **Bachelor's degree in Business Administration, Banking, Finance, economics or related field.**
- **Minimum of 3 year's experience dealing with bank's productivity and cost/efficiency improvement, BSC practices/systems analysis in the banking industry with a strong tracking record of creating positive impact to the undertaking endeavors.**
- **Project Management Certification CPT (T)/ACCA certification will be an added advantage.**

- Experience in productivity and efficiency management with wider conversant in banking markets dynamics.
- Working within banking business activities, gaps analysis and diagnostic reviews to improve productivity.
- Able to analyze, review and present financial and data analytical report to management meeting and/or business units review sessions.
- Extensive experience in working with others to elicit business requirements.

**Deadline: 2025-02-16**

**Employment Terms: PERMANENT**

**CRDB Commitment**

*CRDB Bank is dedicated to upholding Sustainability and ESG practices and encourage applicants who share this commitment. The Bank also promotes an inclusive workplace, hence applications from women and individual with disabilities are encouraged.*

*It is important to note that CRDB Bank does not charge any fees for the application or recruitment process, and any requests for payment should be disregarded as they do not represent the bank's practices.*

*Only Shortlisted Candidates will be Contacted.*

**APPLY HERE**

## **2. JOB TITLE: MANAGER PROCUREMENT CAPEX**

**Department: DEPARTMENT OF PROCUREMENT**

**Location: Tanzania Head Office**

**Number of openings: 1**

**Job Purpose**

**Responsible for efficiently managing the day-to-day relationship and transactions with Suppliers, ensuring compliance with contracted terms and conditions, and the Bank's Internal Control policies.**

**Principle Responsibilities**

**Core Responsibilities**

- **Develop and execute the Supply Strategy to achieve best in class Supplier Base.**
- **Coordinate and negotiate requirements with internal customers, and support them with the commercial side of enforcing contracted terms and performance.**
- **Develop in-depth industry understanding, specifically concerning local competitive forces, breakthrough business or technology advances, and cost structure.**
- **Support the Procurement Senior Manager in the development of specific category strategies and any other duties to be assigned.**
- **Support the Bank subsidiaries in the development of specific Procurement strategies on the local tenders and negotiations.**

### **Procurement Management**

- **Manage procurements of fairly high complexity (i.e. high value, new business model, complex stakeholders or other relevant factors) from start to end, including sourcing strategy, RFx, evaluation, negotiation and finalization in relation to categories (CAPEX/OPEX) or other strategic areas within the area of responsibility, as agreed with the Senior Procurement Manager, create category/sourcing strategies and execute them in the market timely to meet the yearly Procurement plan**
- **Create and maintain yearly and monthly procurement and PO plans within the area of responsibility.**
- **Ensure appropriate terms & conditions are proposed, negotiated and finalized.**
- **Evaluate commercials strategically by exploring each project's Total Cost of Ownership (TCO) to ensure value for money is achieved in line with the organization's strategy.**
- **Identify and mitigate potential risks during tendering and supplier selection.**
- **Identify scope gaps and responsibility matrix together with user department, pre-, during- and after-tender.**
- **Ensure the set savings is achieved as per targets.**
- **Support internal customers in procurement-related matters: at all times treat suppliers and internal stakeholders fairly and with respect, e.g. give ample time to respond to RFx, give the same information and time to respond.**
- **Be up to date on market intelligence such as costs, suppliers and new technologies.**
- **Supplier Relationship Management  
Conduct supplier performance evaluation and appraisal of suppliers**

- **Ensure that Supplier Relationship & Contract Management Framework (SRCMF) is followed, and suppliers have defined service levels as per SRCMF.**

#### **Leadership**

- **Give qualified support to Procurement Specialists, Contract Managers and P&SC/Procurement Managers in contributing to team efforts and initiatives**
- **Participate in coaching and training new Procurement Specialists in the group as required and serve as a mentor to new colleagues**  
**Identify areas for improvement and proactively address them.**

#### **Qualifications Required**

- **Bachelor's degree in Procurement, Supply Chain, Finance, business administration, Technical or Economic Degree and/or related field.**
- **Must be a registered active member of PSPTB or MCIPS.**
- **5+ years' experience in Procurement and or working on Category related positions.**

**Deadline: 2025-02-11**

**Employment Terms: PERMANENT**

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