



## 1. JOB TITLE: **SOFTWARE DEVELOPER**

**Department:** INNOVATION AND DIGITAL TRANSFORMATION UNIT

**Location:** Tanzania Head Office

**Number of openings:** 2

### **Job Purpose**

To build, test and implement in-house well-designed new business applications or modify or upgrade existing business software applications to meet key business goals.

### **Principle Responsibilities**

- Code and test program modules that meet design specifications.
- Integrate technical and application components to meet business requirement.
- Maintain, tune and repair applications in order to keep them performing according to technical and functional specifications.
- Identify configuration changes to applications so that they meet business process requirements.
- Read, understand and effectively implement application specifications into database design.
- Create well designed, reusable objects.
- Develop and conduct testing plans and procedures based upon system requirements.

- Participate in the entire Software development lifecycle, focusing on coding and debugging.
- Work with proven bank frameworks and software quality tools to build high quality software's.
- Develop high-quality reusable code and libraries that adhere to the bank system architecture principles.
- Troubleshoot and debug applications.
- Comply with all relevant policies, quality controls, procedures and application architecture principles by applying all defined software best practices and frameworks consistent with and supportive of the enterprise application strategy.
- Provide users and systems with post-installation support.

### **Qualifications Required**

- Bachelor's degree in software engineering, Computer Science or related discipline from a recognized university.
- Agile/Scrum/DevOp certifications are added advantage.
- Minimum of 3 years' proven experience in Software development industry.

**Deadline:** 2025-03-02

**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: ZONAL BUSINESS SUPPORT - NORTHERN ZONE**

Reporting Line: N/A

**Department:** ZONAL OFFICE, NORTHERN

**Location:** Northern Zone

**Number of openings:** 1

#### **Job Purpose**

The purpose of the role is to be accountable for providing professional, accurate and prompt support to branches' business growth in lines of new customer onboarding and Digital platform expansion by ensuring productivity standards are attained or exceeded by fully supporting the sales activities of branches. The role is also responsible for Zone market analysis, both product lines and the overall profitability of Zone business branch-wise. In addition, Zone business support is responsible for developing and monitoring data quality metrics and ensuring business data and reporting needs are met on time. Develop, analyze, and present Zone performance and advice areas that require improvements. The end goal is to provide support to Zone and branch -based sales activities together with financial analysis and performance monitoring. Zonal Business Support should also drive fresh initiatives for budget and financial planning.

#### **Principle Responsibilities**

- Responsible for branch performance review through data analysis against Zone sales targets and annual budget.
- Present data review to Zone managers and other Zone leaders by clearly showing performance and suggesting areas of improvement.
- Responsible for business forecasting and budget analysis working in developing proposed Zone and branch budget, participating in positively defending the budget and accepting constructive improvement required.

- Support branches to grow Digital Channels (Internet Banking, Sim banking, Credit cards and Debit cards) accurately and efficiently to meet their targets.
- Work Closely with the Value chain unit to Maximize Zone business through the Value chain Model.
- Prepare forums, meetings, campaigns, and Roadshows across the Zone to cross - sell different bank products and their benefit to customers and non - customers.
- Support Zone new clients' on -boarding process (accounts) through all platforms and ensure they are activeness is maintained.
- Make sure branches are on-boarding clients with proper segmentation for maximum NFI resulting from accounts monthly fees and withdrawal charges.
- Prioritize and organize all tasks from Head office units with no relationship managers based in the zonal office and make sure they get full support.
- Assist in training new incumbents and/or temporary staff bank products and services to ensure transfer of knowledge and consistency in processing.
- Identify challenges in our internal process and in the market that affect our Wallet share growth and recommend changes to support continuous improvement, cost containment and client satisfaction.
- Perform any other duties as assigned by the Zone manager

#### Customer Focus Functions:

- Timely and accurate business and data support
- Relationship management with Zone, branch, and head office team

#### Business Functions:

- Business performance review.
- Marketing.
- Business support.

## Qualifications Required

- Degree in business-related or its equivalent
- Any course in business analytics and data management will be an added advantage.
- Good knowledge of business performance analytics
- At least 3 years in branch operations.
- Business and data management
- Good reporting skills
- Good presentation skills
- Bank Products Knowledge
- Excellent communication and presentation skills
- Data management
- Adaptability
- Teamwork
- Building positive working relationships and team player.
- Good communicator
- Innovative and good planner/organizer

**Deadline:** 2025-03-01

**Employment Terms:** PERMANENT

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