



VACANCIES

Bank of India (U) Ltd invites applications for employment from suitably qualified Ugandan Citizens willing to serve in the following positions at our Head office -

1. POSITION: RISK MANAGER.

Job Ref: BOIUL/HR/RM/30/01/02.

Reports to: HEAD OF RISK.

Duty Station: Head Office, Kampala.

Grade: MANAGER

Job Purpose.

The Risk Manager cum ESG Champion shall coordinate the development and implementation of the Risk Management policies and strategies to wards fulfillment of the Bank's Mission and strategic goals.

Job Responsibilities

ESG Responsibilities

- Monitor ESG Risk exposure to the capital of the bank through regulatory guidelines.
- Report incidences of violation of banks ESG framework and track all exceptions
- Ensure ESG reporting requirements are observed including the adoption of risk monitoring toolkits
- Pro-actively analyses data and flag gaps in utilized opportunities for green lending.
- Drive ESG culture and mind set across the business and all its stakeholders.

Risk Management Responsibilities

- Develop and implement Risk Management program, system and procedures for the identification, assessment and management of potential risks in liaison with the Risk owners/ process owners in compliance with applicable Risk Management standards.
- Develop and implement an effective and cost efficient risk Monitoring evaluation, control and reporting framework and report to management on monthly, quarterly and annual basis as appropriate.
- Ensure that all possible risks are identified,

analyzed, assessed in a timely manner and appropriate risk responses formulated and implemented.

- Develop and implement an effective and cost-efficient risk monitoring, evaluation, control and reporting framework and report to Management and Board on a monthly, quarterly and annual basis as appropriate.
- Ensure that Management and staff are continuously trained and sensitized on Risk Management
- Perform periodic tests to confirm compliance with regulatory requirements and ensure that the Bank's standards continue to be monitored effectively by Line Management.
- Timely preparation of various returns, reports as per regulatory / shareholder requirement.
- Perform political, economic, social and technological (PEST) analysis to identify emerging risks facing the Bank.
- Quick resolution of Audit reports (Internal, External, Parent Bank, BOU, etc.)
- Any other duties assigned by Management/ Board from time to time.

PERSON SPECIFICATION

MINIMUM QUALIFICATIONS

The ideal candidate will have the following:

- Must have a Bachelor's degree in either Business administration, Commerce, Accounting and Finance or any other business related field.
- Any additional qualification in ESG will be preferred.

EXPERIENCE

- Minimum of 5 progressive years of experience in banks, at least 3 years at a supervisory or Managerial level in Risk department in a Bank / financial institution.
- Demonstrated experience in various risk management and ESG risk in particular.

TECHNICAL COMPETENCES

- Up to date Knowledge of methodologies and trends in both business risk and ESG matters.
- Knowledge and understanding of Risk Management of Banking system in Uganda.
- Suitable basic knowledge in IT is a must

BEHAVIOURAL COMPETENCES

- Highly organized person, with ability to multitask with ease, Leadership skills, Integrity, Team player, and Emotional intelligence skills.

PHYSICAL DEMAND OF THE JOB

The job requires maximum concentration.

Age

Preferably below 40 years. However, Management reserves the right for determining the age criteria even below /above 40 years keeping in view the experience/qualifications, etc

2. POSITION: CHIEF INFORMATION SECURITY OFFICER.

Job Ref: BOIUL/HR/CISO/30/01/02.

Reports to: MANAGING DIRECTOR.

Duty Station: Head Office, Kampala.

Grade: MANAGER

Job Purpose.

The Chief Information security officer safeguards the Bank's information by developing, implementing and maintaining a comprehensive information security strategy.

Job Responsibilities

- Implement, configure and maintain the Bank's security controls as per cyber policy security of Bank and regulator
- Install security tools (eg. Firewalls, data encryption) to protect sensitive information.
- Monitor Bank's compliance with software and hardware licenses and monitor SLAS with both internal and external entities.
- Monitor the Bank's networks and systems for

security breaches and investigate violations when they occur.

- Run vulnerability checks to confirm that systems are in line with cyber security policies and guidelines.
- Research the latest information technology security trends and recommend enhancement to Management.
- Participate in the annual review and update of operating procedures to improve control guidance, test procedures and reference documents.
- Ensuring the confidentiality, integrity and availability of Bank's data, systems and infrastructure.
- Promoting and implementing IT security awareness in the Bank.
- Ensuring compliance with relevant laws, regulations, and industry standards.
- Managing Bank's response to security incidents and IT breaches.
- Promoting IT security awareness and training across the Bank by ensuring all employees understand their roles in maintaining IT security and protecting sensitive information.

PERSON SPECIFICATION

MINIMUM QUALIFICATIONS

The ideal candidate will have the following:

- Must have a Bachelor's degree in Computer science or Information Technology or Business computing or any other technology related field.
- Must have a Certified information system security professional (CISSP) / certified information System Manager (CISM) / Certified System Information Auditor (CISA) / Certified in Risk and information Systems control (CRISC)/ ISO 270001 lead Auditor/lead implementer or other similar credentials.

EXPERIENCE

- Minimum 5 years' post qualification experience preferably in banking sector, 3 years of which must

have been at management level in Bank/Financial Institution

- Demonstrated experience in IT risk management, information security/ Information Technology.

TECHNICAL COMPETENCES

- Up to date Knowledge of methodologies and trends in both business and IT or IT security.
- Knowledge and understanding of relevant legal and regulatory requirements such as international organization for standardization, Risk IT and Cyber security framework, PCI-DSS.
- Sound knowledge of business management, information risk security management, cyber security technologies and up to date knowledge of trends in both business and IT.
- Suitable basic knowledge in IT information security is a must

BEHAVIOURAL COMPETENCES

- Highly organized person, with ability to multitask with ease, Leadership skills, Integrity, Team player, Emotional intelligence skills.

PHYSICAL DEMAND OF THE JOB

- The job requires sitting hours of various system performance reviews and assessment to determine vulnerabilities

Age

- Preferably below 40 years. However, Management reserves the right for determining the age criteria even below /above 40 years keeping in view the experience/qualifications, etc

HOW TO APPLY

Suitable candidates should submit their applications along with their CVs in person to HR Department, Bank of India (U) Ltd, Head Office, Plot 37 Jinja Road next to National Water Offices, Kampala or email it to boiul.hr@bankofindia.bank.in and or boiul.uganda@bankofindia.bank.in not later than by **14th February, 2026 up to 5:00PM.**
Toll free No. **0800140148**

Bank of India (Uganda) limited is regulated by Bank of Uganda and customer deposits are protected by the Deposit protection fund of Uganda up to 10,000,000/=, terms and conditions apply.

Cyber security Awareness. Protecting your financial information is not just responsibility but its commitment. Together, we can create a safer banking environment, online and in person.

ESG Awareness. Bank of (U) Ltd, We believe our role extends beyond financial services. We are partner in building a more sustainable development, upholding highest standards of transparency, accountability and ethical behavior