



## Strategy & Performance Manager

### Background

DCB Commercial Bank Plc is a fully-fledged retail and commercial bank in Tanzania. The bank offers banking services to Individuals, Microfinance, Small to Medium sized Businesses (MSME), as well as large corporate clients. DCB Bank has a wide branch network of over 9 branches, over 700 DCB Wakala Agents, and over 280 Umoja switch ATMs serving over 3 million customers across the country.

We are currently seeking qualified candidate to fill the role of **Strategy & Performance Manager**. Reporting to the Managing Director, he/she will be collaborate with executive leadership to translate the bank's vision into actionable plans, monitor progress and report on its progress, and adjust strategies as required.

### Responsibilities:

- Conducting research and analysis of the organization's internal and external environment, analysing industry trends and best practices, and continuously advise executive management on how to improve the bank's strategy and performance.
- Coordinating and facilitating the formulation, implementation, and evaluation of strategic plans and budgets, ensuring alignment between departments and advising on resource allocation.
- Developing and communicating the organization's strategic vision, mission, and objectives to key stakeholders internally and externally.
- Monitoring and measuring performance and impact of the strategy, identifying potential risks that may affect the strategy, reviewing and updating the strategy regularly, and recommending changes based on changing needs.
- Carrying out business and economic modelling to establish the viability of investment projects and their impact on the long-term sustainability of the bank.
- Guiding the bank's major projects and initiatives including preparing business cases, maintaining effective relationship with investors, writing proposals to secure funding.
- Preparing briefs for the executive management and board papers on the progress of new business initiatives.

### Qualifications and Experience

- Degree from a recognized university.
- At least five years of relevant experience. Relevant experience in the banking industry is an added advantage.
- Exceptional organisational and time management skills, with the ability to prioritise tasks and handle multiple deadlines.
- Excellent verbal, written, presentation and negotiation skills.

If you believe you are the right candidate for this position, kindly submit your application with a detailed CV, photocopies of academic certificate, and names of three referees with their contacts, quoting reference number **DCB/SP/MSP-04/2025** on the subject of the email. To be considered, **your application MUST be submitted through [recruitment@dcb.co.tz](mailto:recruitment@dcb.co.tz)** not later than **06<sup>th</sup> May 2025**. Hard copy applications will not be accepted.