

December 9th, 2022


Job Descriptions

Job Title	Head of Risk Management	Department	Risk Management Department
Reports to	CEO	Location	Head Office

Risk Management Department

The Head of Risk Management's responsibility is to communicate risk policies and processes for Kush Bank. S/he provide hands-on development of risk models involving market, credit and operational risk, assure controls are operating effectively and provide research and analytical support. The Head of Risk Management is therefore responsible to support first-level operational units in identifying, measuring, monitoring, process controlling - and managing and communicating risks that may arise in the course of business.

These risks include credit and credit counterparty risk, operational, compliance, legal, liquidity, market risks (interest rate, FX), solvency and reputational risks, amongst others.

The Head of Risk Management represents the Risk Department vis-à-vis the Executive Management, Internal Audit and the Board. S/he and his/her staff compile independent risk measurements and risk analysis and report their results directly to the CEO, the executive Risk Management Committee, the Board and the Internal Audit Department.

The Head of Risk Management also acts as secretary of the Board Risk Management Committee. He will frequently also communicate with the regulatory authority, (rating agencies) as well as with international funders and development partners.

The role of the Head of Risk Management also entails the pro-active fostering and ongoing implementation and promotion of an overall risk-conscious mindset and work culture within Kush Bank.

Main Responsibilities

In line with the independent analytical nature of the Risk Management function, the daily duties and responsibilities of the position are rather flexible and largely self-defined.

The Head of Risk Management will play a critical role in the development of new risk management tools/methodologies and the improvement of existing risk identification, assessment, and mitigation methodologies. Some of the main responsibilities include:

- Planning, designing and implementing an overall risk management process for the bank;
- General risk assessment, which involves identifying, analyzing, describing, and estimating the risks affecting the bank's business.
- Detailed risk evaluation, which involves the comparison of estimated risks with criteria established by the bank, such as costs, legal requirements and environmental factors, and evaluating the institution's previous handling of risks. All of the above-mentioned require in-depth analytical reviews and detailed risk assessments, including the analysis of documents, statistics, reports and market trends;



- The conduct of compliance and risk control checks (audits) regarding policies and standards, including the liaison with internal and external auditors (on project basis);
- Punctual quality risk reporting to various stakeholders, e.g. to the board of directors, senior management, etc. in order to share the most significant risks; but also to department heads in order to ensure their awareness of risks relevant to their business areas; and to individual staff members in order to make them understand their accountability for individual risks;
- Establishment and quantification of the bank's 'risk appetite', i.e. the level of credit risk Kush Bank is prepared to accept;
- Provision of support, coaching and training to other staff members in order to sustainably build risk awareness and capacity within Kush Bank
- Responsible to ensure that the operational control / compliance policy is adhered to by all management and staff members, and s/he is tasked to advise the HR department on appropriate remedial or disciplinary action if breaches are identified.
- S/he must report independently compiled or verified measurements of risk exposures and materialized losses across all potential risk dimensions to the executive Risk Management Committee, Internal Audit and the Board of Directors.



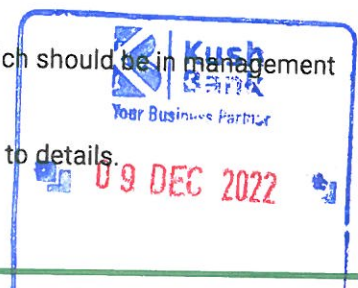
Profile / Requirements

The duties under the Head of Risk Management include the following:

- Designing and implementing an overall risk management process for the organization, which includes an analysis of the financial impact on Kush Bank when risks occur
- Performing a risk assessment: Analyzing current risks and identifying potential risks that are affecting Kush Bank
- Performing a risk evaluation: Evaluating the Bank's previous handling of risks, and comparing potential risks with criteria set out by the Bank such as costs and legal requirements
- Establishing the level of risk, the Bank is willing to take
- Preparing risk management and insurance budgets
- Risk reporting tailored to the relevant audience. (Educating the board of directors about the most significant risks to the business; ensuring business heads understand the risks that might affect their departments; ensuring individuals understand their own accountability for individual risks)
- Explaining the external risk posed by corporate governance to stakeholders
- Creating business continuity plans to limit risks
- Implementing health and safety measures, and purchasing insurance
- Conducting policy and compliance audits, which will include liaising with internal and external auditors
- Maintaining records of insurance policies and claims
- Reviewing any new major contracts or internal business proposals
- Building risk awareness amongst staff by providing support and training within the Kush Bank

Minimum Requirements

- At least 5 years of work experience in Risk Management three of which should be in management
- University degree in business, finance, economics, or related field.
- A certification in Risk Management is an added advantage
- Excellent analytical skills, high level of numeracy and acute attention to details.
- Expert skills in office productivity software, specifically in Excel.



- Ability to coach, motivate and manage a team;
- Good organizational and managerial skills;
- Good communication and presentation skills, including cooperation across departments.
- Honest person with high integrity, independence and strong professional ethics in executing his/her duties;

This position is open to qualified South Sudanese candidates exclusively. If you have the above-required competencies, please send your CV, copies of Academic Documents, and an engaging letter by January 6th, 2023, through recruitment@kushbankss.com or hand-deliver your application to Kush bank KonyoKonyo Office, Opposite Juba City Council.

Due to the urgency of filling this position, applications will be reviewed as they come, and only shortlisted applications will be contacted.

