

NEW!! EMPLOYMENT OPPORTUNITY

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Zambia National Building Society (ZNBS) is a provider of sustainable and affordable Mortgage Financing, Property Management and Banking Services in Zambia. The Society is looking for the services of an experienced, self-motivated, dynamic and energetic person to fill the following position.

MANAGING DIRECTOR – ZNBS 1

MAIN PURPOSE OF THE JOB

To implement policy decisions of the Shareholder and the Board of Directors, initiate programmes, advise and report to the Board of Directors on all aspects and functions in order to ensure sustainability and growth of Zambia National Building Society as a primary mortgage financing institution within the framework of policies established by the Shareholder and the Board of Directors.

MAIN DUTIES AND RESPONSIBILITIES:

- To support the Vision, Mission and Mandate of ZNBS by assuming a leadership role in the Society, implementing the necessary strategies, policies and plans and managing the operations and resources of the Society in a responsible and accountable manner that ensures effective achievement of the Society's strategic objectives;

- To spearhead the corporate planning process for the Society and provide strategic direction to the planning process in order to ensure that ZNBS's plans are in conformance with set criteria and in alignment with ZNBS's mission, vision, goals and objectives;
- To evaluate the Society's departmental budgets and plans and provide guidance in ensuring that submissions are realistic and attainable and thereafter present the consolidated Budget to the Board for approval;
- To ensure, in conjunction with Heads of Departments, timely preparations and submission of long and medium term plans, annual budgets and periodic financial reports for the Society's operations for consideration by the Board of Directors and other stakeholders;
- To propose plans to the Board of Directors for development of new financial services to be provided by the Society in pursuit of its organizational mandate;
- To ensure that the Society has the right caliber of human and other resources and to make submissions to the Board of Directors for the procurement of such resources as are deemed necessary for the effective implementation of the Society's strategic objectives;
- To provide executive leadership and business acumen with overall responsibility for business growth and profitability of the Society;
- To evaluate programmes/projects and regularly report performance against set indicators to the Board of Directors including recommendations for overcoming adverse deviations from set objectives;
- To coordinate the efforts of Staff, Management and the Board of Directors to ensure unity of purpose towards the achievement of the mission and objectives of the Society;
- To ensure that the Society has the necessary strategic Information Systems and Technologies

to run its business and processes effectively;

- To ensure formulation, implementation and adherence to effective procurement and supplies policies, procedures and programmes and ensure that they comply with ZPPA guidelines;
- To prepare and present to the Board and relevant bodies periodic reports of the Society's performance and related matters for information and decision making;
- To ensure that the Society adheres to all risk and regulatory compliance requirements;
- To ensure industrial harmony within the Society;
- To agree with, monitor and review subordinates performance to ensure that they meet their performance objectives and devise remedial measures to address short comings in performance;
- To undertake such other tasks and responsibilities as the Board may deem necessary and appropriate.

QUALIFICATIONS AND EXPERIENCE

- Full Grade 12 certificate
- Bachelor's Degree in Business Administration, Economics, Accountancy, Banking and Finance or related discipline;

- Master's Degree in Business Administration, Economics, Banking or related financial discipline;
- Professional qualification/certification is an added advantage;
- Minimum five (5) years experience at Senior Management or Executive Management level in the financial or banking sector;
- Experience at Chief Executive Officer level is an added advantage.

REQUIRED COMPETENCIES

- Demonstrated excellent strategic and business acumen skills;
- Excellent interpersonal and influencing skills with ability to partner with a dynamic leadership team;
- Proven knowledge of corporate governance, regulatory framework and risk management in the banking and financial sector;
- Proactive stakeholder management capability;
- Strong credit management experience and;

- Innovative change management skills.

Appropriately qualified and interested candidates meeting the above credentials must submit application letters enclosing a detailed curriculum vitae (CV), with three (3) traceable references and copies of academic/professional qualifications to the undersigned by 31st January 2020 with the position applied for clearly marked on the envelope.

The Board Chairman

Zambia National Building Society'

Century House

PO Box 30420

LUSAKA

Email: executiverecruitment@znbs.co.zm or

Hand -drop at Century House, Third Floor, Cairo, Road, Lusaka.

Please note that only short-listed candidates will be contacted.

