

Vacancy: Managing Director

The Company

BBS Limited (BBSL) is a financial institution whose head office is in Gaborone, Botswana, with the principal business of residential and commercial property finance. The business is however in the process of converting to a commercial bank.

Managing Director

In its transformation, BBSL will require a highly driven and dynamic individual with demonstrated transformative leadership, strategic orientation and banking knowledge to assume the role of Managing Director.

Job Summary

Reporting directly to the Board of Directors of BBSL, the successful candidate will be responsible for ensuring the achievement of the overall strategic goals and objectives of the Company, in order to promote positive returns for shareholders. The role coordinates policy formulation processes in the Board and drives the implementation thereof. The job incumbent provides overall leadership and direction for the Institution, explores opportunities for growth of the business and maximizes returns for shareholders through sound business practices. The Managing Director oversees the evaluation and effectiveness of all strategic business activities of the Company for continuous improvement. The candidate develops and maintains the structure of the Organisation, ensuring alignment with the defined strategic goals. The role entails creating a positive environment for human capital to thrive and contribute effectively to the business goals of the Organisation and promotes the Company as an attractive employer brand. The Managing Director represents the Institution at regulatory agencies, trade associations, community and civic organisations, customers, and other financial institutions.

Duties

The duties of the Managing Director include the following -

- Oversees the formulation and execution of all business strategies for growth and profitability of the bank. Drives the implementation of strategies through the key managers of the institution.
- Takes accountability for the development of an organisational business model and strategy in alignment with organisation's strategic objectives.
- Provides leadership and direction by articulating and reinforcing the vision or direction for the organisation.
- Directs and oversees short-run and long-run strategic planning, providing leadership for the setting of overall objectives for all areas of the bank.
- Oversees the investment of the bank's assets in a proper ratio of securities to maintain adequate cash reserves and a sound financial structure. Ensures that all assets of the bank are adequately protected.
- Evaluates specific results of programs related to customer service, distribution channel development, business growth, and investments and reports findings to the Board of Directors.
- Provides leadership for the evaluation of corporate-wide operations and projects ensures their effectiveness.

- Provides the necessary leadership to ensure that target operating results in the annual budget are achieved, including the net interest spread, the control of operating expenses within budget, loan loss provisions, and the generation of reserves sufficient to achieve targeted capital growth.
- Ensures that there is a framework for succession planning for senior and strategic positions as well as development plans for identified talent.
- Influences and guides the Executive Management to develop clear and attainable milestones according to the developed strategic plan.
- Uses information on organisational performance to evaluate long-term impact on organisation positioning and realign strategies and objectives.

Required Qualifications

Degree in Business Administration, Economics, Finance, or equivalent. Masters Degree in Business Administration or Post graduate studies in business or management preferred.

Required Experience

At least ten years of progressive management experience within the banking environment the last three of which have been in a position of senior or executive management.

Strategic Capability - The ability to evaluate and redirect organisation strategy, value proposition, and business strategy aimed at conceptualizing a desired future state that promotes the viability of the organisation

Strategic Planning – Ability to formulate objectives and priorities, and implement plans consistent with the long-term interests of the organisation.

Banking Knowledge – Must be able to provide leadership in this area both within the organisation and the larger industry and to perform activities, tasks and practices in the banking environment.

Financial Understanding - Awareness of finance concepts and the understanding and application of related processes and procedures with relation to a functional role within the Organisation.

Business Acumen - Must be able to pro-actively seek out customer feedback to provide products and services that meet current and anticipated customer's needs; to drive a customer centric culture within the organisation; anticipate how plans and actions of the business will affect the customer in the long term, and build strategic relationships and partnerships with stakeholders on a national level to develop and expand the customer base.

People management and empowerment – The ability to drive targeted talent management practices that match identified talent with succession plans and ensures readiness and retention for critical leadership and technical roles. Defines people empowerment policies and entrench underlying philosophies in the practices and culture of the organisation.

Inspirational leadership - The ability to inspire, motivate and direct individuals to take ownership of, and achieve desired outputs.

Applications

To apply for this opportunity, please visit www.trending-talent.com on or before Sunday 14 August 2022.

Alternatively, scan the QR code below to apply.

