



CAREER OPPORTUNITIES AT EQUITY BANK.

Equity Bank is one of the region's leading Banks whose purpose is to transform the lives and livelihoods of the people of Africa socially and economically by availing them modern, inclusive financial services that maximize their opportunities. With a strong footprint in Kenya, Uganda, Tanzania, Rwanda, DRC and South Sudan, Equity Bank is home to more than 20 million customers – the largest customer base in Africa. Currently the Bank is seeking additional talent to serve in the role outlined below.

DATA AND PERFORMANCE ANALYST

Job Title: Data and Performance Analyst

Department: Finance

Reports To: Head of Finance

Location: Equity Bank Headquarters

Job Purpose

The Data Analyst, Bank Performance will be responsible for collecting, analyzing, and interpreting financial and operational data to provide insights on the Bank's overall performance. The role ensures accurate measurement, monitoring, and reporting of key performance indicators (KPIs), supports strategic decision-making, and enhances efficiency across business units.

Key Responsibilities

- Collect, clean, validate, and maintain financial, operational, and customer data from multiple sources.
- Analyze trends in revenue, expenses, deposits, loans, asset quality, and profitability to track overall bank performance.
- Develop dashboards and performance scorecards to monitor KPIs across business units.
- Provide monthly, quarterly, and annual performance reports to Executive Management and the Board.
- Support budgeting and forecasting processes with data-driven insights.
- Benchmark bank performance against industry peers and regulatory standards.
- Conduct variance analysis and identify drivers of underperformance or overperformance.
- Collaborate with Finance, Risk, Operations, and Business Units to improve data accuracy and decision-making.
- Recommend process and performance improvements using predictive and prescriptive analytics.
- Ensure compliance with regulatory reporting requirements and data governance standards.



Candidate's Qualifications, Experience, Skills and Attributes

- Bachelor's degree in Statistics, Economics, Finance, Data Science, or related field (Master's degree is an added advantage).
- Professional certification - CFA preferred.
- Proficiency in Advanced Excel – Skills in excel modelling preferred
- Minimum 3–5 years' experience in data analytics, financial analysis, or performance management in banking or financial services.
- Strong knowledge of banking operations, financial statements, and key performance ratios (ROA, ROE, NPL, CAR, etc.).
- Proficiency in data analysis and visualization tools (Excel, SQL, Power BI and any other relevant tool).
- Excellent quantitative, problem-solving, and analytical skills.
- Strong presentation, reporting, and communication skills.
- Analytical thinking and attention to detail
- Strong business and financial acumen
- Ability to translate complex data into clear insights
- High integrity and confidentiality
- Collaborative mindset with stakeholder engagement skills
- Results-oriented and proactive

If you meet the above requirements, submit your application quoting the job opportunity you are applying for as subject of your email through the email address below by **24th November 2025**. Please include detailed Curriculum Vitae (in Word version or Pdf version not Pdf image), copies of the relevant certificates, testimonials, and daytime telephone contact and email address.

Only short-listed candidates will be contacted.

Email to: **jobsrwanda@equitybank.co.rw**

Equity Bank is an equal opportunity employer. We value the diversity of individuals, ideas, perspectives, insights, values and what they bring to the workplace.