



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 Rwanda, Kenya, Uganda, Tanzania, DRC and South Sudan, Equity Bank is home to more than 20 million customers – the largest customer base in Africa. Currently Equity Bank Rwanda PLC is seeking a competent individual to serve in role of **Physical Security Manager**.

PHYSICAL SECURITY MANAGER

Summary of the Role Requirements

- Talented in physical security to be responsible for handling multiple physical security measures.
- Capable of providing consultation and managerial directions through professional reports.
- Capability to demonstrate analytical skills along with a passion for research and analysis.

Key Responsibilities and Accountabilities

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- Coordination of security operations, as well as managing, training and assessing performance of the entire security personnel (both internal and external).
- Help in writing and developing security policies and procedures for the security department.
- Assess risks and implement appropriate measures to protect employees, business operations, facilities, critical infrastructure and property in line with the bank's health and safety policy.
- Efficient management of the Bank's properties and security guards by maintaining liaison with the outsourced external agency providing the security personnel to the BANK.
- Periodic visits to branches to inspect physical security.
- Conduct periodic training to staff on security matters for best practice and alerts, liaise with the Security outsourcing agency to train staff accordingly.
- Closely Monitor circuit TV (CCTV) and access for protection of staff, clients, guests and Bank properties
- Management of CCTV control room.
- Ensure and carry out proper testing and evaluation of the physical security systems at all corporate facilities by conducting security drills to check the efficiency of all security measures.
- Take effective action to robberies and coordinate with National security organs where possible.
- Control budgets for security operations and monitor expenses.
- Check surveillance cameras periodically to identify disruptions or unlawful acts.
- Management of outsourced security guards.

Qualification, Experience, Skills and Attributes

- Bachelor's degree or IT technical diploma.
- Proven working experience in Banking industry and Security professional companies.



- Over five (5) years and above working with Banking industry or Security professional companies.
- Good knowledge of physical security multiple control measures.
- Strong Communication and Negotiation skills.
- Display good skills and capability in drafting reports.
- Security oriented and results driven attitude.
- Thorough knowledge of security policies & procedures.
- Good understanding of security industry.
- Good customer service skills.
- Result Driven Attitude.
- Honest and ethical with high levels of integrity and confidentiality.

If you meet the above requirements, we kindly invite you to submit your application quoting the job opportunity you are applying for to the email address below by **27th February 2025**. Please include detailed Curriculum Vitae, 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.