



CAREER OPORTUNITIES 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 is seeking additional talent to serve in the role of **Senior Database Administrator**.

SENIOR DATABASE ADMINISTRATOR

Job Purpose

The Senior Database Administrator is responsible for the design, implementation, maintenance, performance optimization, and security of the bank's database systems. This role requires a highly skilled and experienced professional capable of managing complex database environments that support critical banking operations. The Senior DBA ensures high availability, reliability, data integrity, security, and optimal performance of all database platforms, while ensuring compliance with industry standards and regulatory requirements.

Key Responsibilities and Accountabilities

1. Database Architecture and Design:

- Design, implement, and manage robust, scalable, and highly available database architectures that align with the bank's operational and strategic goals.
- Develop and maintain database schemas, data models, and documentation for all production and non-production environments.
- Evaluate and recommend new database technologies, tools, and platforms to meet evolving business requirements.
- Perform capacity planning and database performance tuning to ensure optimal resource utilization and future scalability.



2. Database Administration and Maintenance:

- Install, configure and manage relational database management systems such as Oracle, Microsoft SQL Server, PostgreSQL, and MySQL.
- Perform routine database maintenance tasks including updates, patches, index rebuilds, statistics updates, and health checks.
- Monitor database performance metrics, identify bottlenecks, and implement corrective measures proactively.
- Manage database storage, space allocation, and growth planning to prevent service disruptions.

3. Security and Compliance:

- Implement and enforce database security policies, user access controls, role-based permissions, and data encryption to protect sensitive financial data.
- Conduct regular security audits, vulnerability assessments, and apply security patches in line with the bank's compliance requirements (e.g., PCI DSS, ISO 27001).
- Collaborate with the IT security team to ensure all database systems adhere to best practices for data protection and regulatory standards.
- Manage database auditing and logging to support regulatory reporting and internal audit requirements.

4. Incident Management and Troubleshooting:

- Act as the point of contact for database-related incidents, providing advanced troubleshooting, root-cause analysis, and timely resolution.
- Lead database incident response processes, including root-cause analysis, post-mortem documentation, and implementation of corrective actions.
- Maintain detailed records of incidents, resolutions, and system changes to support operational continuity and audit readiness.
- Develop and maintain runbooks and knowledge base articles to facilitate efficient issue resolution.



5. Backup and Disaster Recovery:

- Design, implement, and regularly test database backup and recovery strategies to ensure data integrity.
- Maintain and manage disaster recovery (DR) database environments, including replication and failover configurations.
- Ensure all backup and DR procedures comply with regulatory requirements and industry best practices.
- Perform periodic DR drills and document outcomes to validate the effectiveness of recovery plans.

6. Performance Tuning and Optimization:

- Conduct query optimization, execution plan analysis, and index tuning to improve database performance and reduce response times.
- Collaborate with application development teams to review and optimize database queries, stored procedures, and data access patterns.
- Proactively identify and address performance degradation trends before they impact business operations.
- Establish database performance benchmarks and monitor systems against established baselines.

7. Project Leadership and Collaboration:

- Lead and manage database-related IT projects, including new database deployments, platform migrations, upgrades, and integrations.
- Collaborate with application developers, system administrators, and business stakeholders to support technology initiatives and ensure seamless data integration.
- Engage with external vendors and software providers to evaluate database tools, licensing, and support agreements.

8. Documentation and Reporting:

- Maintain comprehensive and up-to-date documentation of database configurations, architecture diagrams, procedures, and policies.



- Generate regular reports on database performance, capacity utilization, incident history, and compliance status for management review.
- Ensure all database records and change logs are maintained for audit purposes and regulatory compliance.

Qualification, Experience, Skills, and Attributes

Education:

- Bachelor's degree in computer science, Information Technology, Information Systems, or a related field.

Experience:

- Minimum of 5+ years of experience in database administration, with at least 2 years in a senior DBA role.
- Extensive experience managing enterprise-grade RDBMS platforms in high-availability environments.
- Proven track record of managing large-scale databases supporting mission-critical applications.

Certifications (Preferred):

- Oracle Certified Professional (OCP)
- Oracle Certified Master (OCM) (optional)
- Microsoft Certified: Azure Database Administrator Associate or MCSE Data Management & Analytics

Technical Skills:

- Advanced proficiency in Oracle, Microsoft SQL Server, PostgreSQL, and/or MySQL database platforms.
- Strong knowledge of database replication, clustering, and high-availability solutions (e.g., Oracle RAC).
- Experience with backup solutions such as RMAN, Commvault, or equivalent tools.
- Familiarity with cloud database platforms such as Azure SQL Database.



- Proficiency in scripting languages (e.g., SQL, PL/SQL, T-SQL, or Bash) for automation and database management.
- Experience with database monitoring tools (Oracle Enterprise Manager, SolarWinds DPA).

Soft Skills:

- Strong analytical and problem-solving skills with keen attention to detail.
- Excellent communication and interpersonal skills, with the ability to convey technical concepts to non-technical stakeholders.
- Ability to work under pressure, manage competing priorities, and maintain performance in a high-stakes environment.
- A proactive and collaborative work ethic with a strong sense of ownership and accountability.

If you meet the above requirements, submit your application quoting the job opportunity you are applying for as subject of your email through the link below by **27th April 2026**. 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:

https://equitybank.taleo.net/careersection/int_new/jobsearch.ftl?ftlcompclass=LoginComponent&lang=en

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