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 now home to nearly 20 million customers - the largest customer base in Africa. Currently, the Bank is seeking additional talent to serve as the **Assistant Manager, BI Analytics & Modelling Engineer,** who reports to the **Manager, Data & Analytics.**

ASSISTANT MANAGER, BI ANALYTICS & MODELLING ENGINEER

Job Summary

The BI Analytics & Modelling Engineer is responsible for designing, developing, implementing and maintaining Business Intelligence, data analytics and modelling solutions that support data-driven decision-making across the Bank.

The role transforms complex banking data into actionable insights through dashboards, reports, data models, advanced analytics, and automated reporting solutions while ensuring data accuracy, security, governance, and regulatory compliance.

Key Responsibilities and Accountability

Business Intelligence & Reporting

- Design, develop, and maintain interactive dashboards and reports using Microsoft Power BI and other BI tools.
- Develop executive, management, operational, and regulatory dashboards.
- Develop and maintain Power BI semantic models, DAX measures, and KPIs.
- Optimize dashboards and reports for performance, usability, and scalability.
- Implement appropriate Row-Level Security (RLS) and access controls.
- Automate recurring management and operational reports.
- Monitor report refreshes and resolve reporting issues.

Data Analytics & Modelling

- Analyze large and complex datasets to identify trends, patterns, anomalies, and business opportunities.
- Develop analytical models supporting customer, credit, risk, operations, finance, product, and channel analytics.
- Develop predictive and statistical models to support forecasting and business decision-making.
- Perform exploratory data analysis and translate findings into actionable business insights.
- Develop customer segmentation, behavioural, and performance analysis models.
- Monitor and evaluate the performance of analytical models.

Data Modelling & Data Warehousing

- Design and maintain logical and physical data models for reporting and analytics.
- Develop dimensional models, star schemas, fact tables, and dimension tables.
- Support the development and enhancement of the Enterprise Data Warehouse (EDWH).
- Optimize data structures for analytical and reporting workloads.
- Maintain data dictionaries, metadata, and technical documentation.
- Ensure consistency and standardization of data models across BI solutions.

Data Integration & Automation

- Design, develop, and maintain ETL/ELT processes and data pipelines.
- Integrate data from core banking systems, digital channels, CRM, ERP, and other enterprise systems.
- Automate data extraction, transformation, validation, and loading processes.
- Implement data validation, reconciliation, and exception-handling controls.
- Monitor scheduled data pipelines and resolve processing failures.
- Identify and automate repetitive manual data and reporting processes.

Regulatory Reporting

- Support development and automation of regulatory reporting requirements.
- Ensure regulatory reports are complete, accurate, and delivered within required timelines.
- Perform data validation and reconciliation before regulatory submissions.
- Work with Risk, Compliance, Finance, and other relevant teams to resolve regulatory data issues.
- Support continuous improvement and automation of regulatory reporting processes.

Data Quality, Governance & Security

- Implement data-quality controls to ensure accuracy, completeness, consistency, and reliability.
- Identify data-quality issues and coordinate remediation with relevant data owners.
- Maintain appropriate data lineage from source systems to reports and dashboards.
- Ensure BI and analytics solutions comply with Data Governance, Information Security, and Data Privacy requirements.
- Implement appropriate access controls for confidential and sensitive banking data.

Business Requirements & Stakeholder Management

- Engage business stakeholders to understand reporting and analytics requirements.
- Translate business requirements into technical and analytical solutions.
- Define appropriate KPIs and analytical approaches based on business requirements.
- Present analytical findings and insights to technical and non-technical stakeholders.
- Work closely with business and technology teams throughout the development lifecycle.
- Provide technical support and guidance to BI users.

Production Support & Continuous Improvement

- Monitor production BI solutions, dashboards, data models, and data pipelines.
- Troubleshoot and resolve data refresh, integration, and reporting issues.
- Maintain technical and functional documentation for developed solutions.
- Identify opportunities to improve reporting efficiency, data availability, and analytics capabilities.
- Support user adoption and self-service analytics while maintaining appropriate governance.

QUALIFICATIONS, SKILLS, EXPERIENCE AND ATTRIBUTES

- Bachelor's degree in Computer Science, Data Science, Information Systems, Statistics, Mathematics, Software Engineering, Computer Engineering, or a related field.
- Professional certification in Business Intelligence, Data Analytics, Data Engineering, Cloud Technologies, or related areas is an added advantage.
- Minimum 2–3 years of relevant experience in Business Intelligence, Data Analytics, Data Modelling, Data Engineering, or a related field.
- Experience developing enterprise dashboards and analytical solutions.
- Experience working with large datasets and relational databases.
- Experience in SQL development, data modelling, and ETL/ELT processes.
- Experience in banking, financial services, FinTech, or another regulated environment is an added advantage.
- Microsoft Power BI
- Power Query and DAX
- Advanced SQL
- Oracle Database, SQL Server and/or MySQL
- Python for data analytics and automation
- ETL/ELT and data integration
- Data warehousing and dimensional modelling
- Data visualization and dashboard development
- Statistical and predictive modelling
- Data quality and data governance
- Microsoft Fabric/Azure data technologies will be an added advantage.
- Knowledge of Machine Learning techniques will be an added advantage.
- Knowledge of APIs, Git, and system integration will be an added advantage.
- Strong analytical and problem-solving skills.
- Strong attention to detail and data accuracy.
- Ability to translate business requirements into technical solutions.
- Ability to translate complex data into meaningful business insights.

- Strong communication and presentation skills.
- Strong stakeholder-management skills.
- Ability to work independently and within cross-functional teams.
- Ability to manage multiple priorities and meet deadlines.
- Strong documentation skills.
- High level of integrity and confidentiality.
- Innovation and continuous-improvement mindset.
- Strong ownership and accountability.

If you meet the above requirements, submit your application by **17th September 2026**. Please include an updated Curriculum Vitae, copies of the relevant certificates and testimonials.

All applications should be in soft copy and through the Link Indicated below, and **only shortlisted candidates will be contacted:**

Link: https://equitybank.taleo.net/careersection/ext_new/jobsearch.ftl

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