



## **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 **Strategy Manager**.

### **STRATEGY MANAGER**

#### **PREAMBLE**

As a member of Equity Bank, the number one focus, over and beyond assigned duties, the holder will support all business activities and initiatives that will further the achievement of bank's business strategy. We are seeking a highly skilled and motivated Strategy Manager to join our dynamic team. In liaison with Business Heads, the jobholder will manage the planning and measurement processes for the Bank and ensure that these processes deliver strategic alignment across the bank.

As a communication broker, the Strategy Manager will play a crucial role in clarifying and translating vague user perceptions into precise specifications that guide our product implementation team. The ability to proactively find answers through stakeholder analysis will provide essential context for functional and feature preparation, ensuring successful implementation into client solutions. He/she will be responsible for documenting User Stories/Use Cases and producing clear requirements that align stakeholders' vision with all project stakeholders, facilitating seamless collaboration throughout the development process. The Strategy Manager will be a key player in analyzing the business domain, documenting processes, and systems, outlining business requirements, and aligning technology models with the solutions being built.

#### **ROLE PROFILE**

As a Strategy Manager, the successful candidate will be responsible for bridging the gap between stakeholders and the product implementation team. He/she will collaborate with stakeholders to understand their needs, analyze business processes, and create actionable deliverables that define system behavior, properties, and attributes. Through the holder's expertise, he/she will determine the scope of client solutions, identify project boundaries, and establish success criteria. He/She will actively participate in projects, facilitating effective communication and fostering an



environment of understanding among all parties involved. The holder's analytical skills, proactive approach, and attention to detail will be instrumental in delivering successful solutions that align with stakeholders' visions and the Bank's objectives.

### **Key Responsibilities and Accountabilities**

#### **Strategy & Planning**

- Advise and support departments/Units in the strategic planning process, as well as identify and propose solutions to manage the cross-impacts and dependencies between strategic objectives and initiatives of the various units across the Bank.
- Capitalize on the transversal view on strategies to identify the cross impacts of initiatives and establish connections among relevant stakeholders with a view to facilitating seamless planning and execution of the same

#### **Communication and Collaboration**

- Facilitate effective communication among stakeholders, project team members, and other relevant parties. Proactively address potential issues and ensure all involved parties are aligned with the project's direction
- Be the MD's liaison all stakeholders in timely implementation of the agreed agenda/projects

#### **Monitoring and Evaluation**

- Contribute to the enhancement of efficiency at the level of the Unit, division and the bank by proposing solutions to add value or reduce costs in the conduct of business activities
- Create and consolidate partnerships with internal clients, in particular the head of the divisions and units, by embracing their objectives, anticipating their business needs and providing them with relevant support for the timely crafting and delivery of their strategic and business plans
- Report on the progress of the strategic planning process, as well as assist the MD in the identification and escalation of 'warning signals' to enable actions to be taken for the Bank to effectively pursue its strategic intents
- Research and leverage international best practices and master cutting-edge technologies and latest subject-matter knowledge pertinent to the Bank's key areas of activity

#### **Business Process Analysis**

- Analyze the business domain, document existing processes and systems, and identify areas for improvement. Map out business requirements and align them with the solutions being developed



### **Market Analysis**

- Remain alert to the dynamics of the operating environment by keeping abreast of latest pertinent business developments and critically assessing their applicability and relevance to the Bank strategies
- Conduct independent analysis on all competitor activities
- Compare the Bank's offering with the market and competitor trends

### **Reporting**

- Assist the MD in the consolidation and sharing of key reports, notably EXCO and periodic Board meetings
- Monitor accuracy of data points and reports and ensure timeliness of reporting
- Work closely with the Executive to ensure strategic projects are on track
- Elicit and document concise periodic updates and functional requirements that serve as a foundation for the product implementation team. Maintain accurate and up-to-date documentation throughout project lifecycles

### **Qualification, Experience, Skills, and Attributes**

#### **Education:**

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

#### **Experience:**

- 3 years working experience in a related field or similar posting with knowledge in Digital Financial Services, Banking, FinTech and IT Enabled Projects Implementation.

#### **Key Skills and Attributes:**

- **Analytical Thinking:** Strong analytical and problem-solving skills, capable of clarifying and converting vague user perceptions into actionable requirements and solutions.
- **Stakeholder Management:** Excellent interpersonal and communication skills, capable of building and maintaining positive relationships with stakeholders at all levels.
- **Documentation Skills:** Proficient in documenting complex business processes, requirements, and functional specifications in a clear and concise manner.
- **Business Domain Knowledge:** Understanding of the industry and domain in which the client operates, enabling effective analysis and alignment of technology solutions.



- **Technical Aptitude:** Familiarity with technology concepts and the ability to translate business needs into technology-driven solutions.
- **Proactivity:** Proactive and self-driven, capable of independently seeking answers and solutions to challenges that arise during the project.
- **Attention to Detail:** Meticulous attention to detail, ensuring accuracy and completeness in all documentation and requirements.
- **Collaborative Team Player:** A team player with a collaborative mindset, capable of working effectively with cross-functional teams.
- **Adaptability:** Ability to adapt to changing project requirements and priorities while maintaining a focus on project objectives.
- **Problem-solving:** Ability to identify potential issues and risks early in the project and work towards mitigating them effectively.

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 **19<sup>th</sup> June 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.**

Link:

[https://equitybank.taleo.net/careersection/int\\_new/jobsearch.ftl?ftlcompclass=LoginComponent&lang=en](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.

Join our team as a Strategy Manager and contribute your expertise in translating stakeholder visions into tangible solutions that drive our projects to success.