



INTERNAL CAREER OPPORTUNITIES

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 **Senior Officer, Compliance**, whose holder reports to the **Senior Manager, Compliance**

SENIOR OFFICER, COMPLIANCE

Purpose of the Job:

To support the Bank's compliance risk management by identifying regulatory and policy gaps, assessing compliance risks across branches and business operations, monitoring corrective actions, and ensuring adherence to internal policies and regulatory requirements.

Key Responsibilities:

- Identify legal, regulatory, and contractual requirements and changes to establish policy gaps and ensure full compliance.
- Scan the business operating environment to establish potential impact on the business objectives.
- Identify potential threats and vulnerabilities for business processes, associated data, and supporting capabilities to assist in assessing the risk.
- Collect information and review documentation to ensure that inherent risks are identified and evaluated and discuss mitigation actions with risk owners.
- Conduct compliance risk assessments in all branches and the head office to ensure the business complies with internal policy as well as regulatory requirements
- Assist in developing the branch compliance risk assessment toolkit
- Carries out compliance risk assessments (Branch and Agency banking) & enforcement as per the branch assessment plan for all branches and agrees on mitigation measures with risk owners and reports the findings.
- Keep tracking non-closed compliance gaps and always submit them to the Compliance Manager and compliance and to the Head of Compliance.



- Follow up on RCA controls not implemented within the timeline and include any non-compliance in the branch assessment report and share the report with the Head of Compliance on the same day
- Assess whether the branches comply with regulatory requirements related to their area of operations.
- Submit the summary of Key non-compliance with management comments and timeline to close the gaps within one week from the date of submission of the final report with Business.
- Raise with staff in charge of regulatory compliance and assess any changes in the regulatory environment regarding the branches' operating environment and propose any new policy amendments.
- Work on ad hoc analysis to support business performance.
- Participate in any other activities as may be directed by the Head of Compliance.

Qualifications, Skills, Attributes & Experience:

- Bachelor's degree majoring in Finance, Economics, Statistics, and applied mathematics with Second Class Upper level.
- Minimum of 2 years' experience within Compliance.
- Having mathematical analytics is an added advantage.
- Excellent understanding of the bank operations and credit functionalities
- Proven ability to analyse complex business issues and identify, design, and implement effective practical recommendations.
- In-depth knowledge of risk control arrangements and the regulatory environment and key regulatory regimes
- Able to operate in a performance-driven organization.
- Knowledge and understanding of risk control arrangements.
- Knowledge of the regulatory environment and key regulatory regimes
- Knowledge of best practice risk management and governance frameworks, methodology, and emerging practice
- Critical thinking and Problem-solving skills with the ability to analyze complex information to identify the key issue/action and drive resolution.
- Excellent organizational skills with attention to detail & interpersonal skills
- Excellent and effective communication skills, both orally and in writing
- Strong analytical skills with the ability to interpret vast amounts of performance data.



If you meet the above requirements, kindly submit your application by **08th November 2026**.

Please include an updated Curriculum Vitae, copies of the relevant certificates and testimonials through the Link Indicated below:

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, and values, and what they bring to the workplace.