

CAREER OPPORTUNITY AT EQUITY BANK

Equity Bank South Sudan is a wholly owned subsidiary of Equity Group Holdings Plc, which also has banking subsidiaries in Kenya, Rwanda, Uganda, Tanzania, and the DRC, and a commercial representative office in Ethiopia. It has other subsidiaries in investment banking, insurance, telecom, fintech and social impact investments. Equity Group is home to over 22.4 million customers. Currently, the Bank is seeking additional talent to serve in the role outlined below.

INTERNAL CONTROLS & COMPLIANCE MANAGER

ROLE PROFILE

The ideal candidate is responsible for developing and implementing a risk management strategy that aligns with business objectives. This role is key in protecting the organization against potential threats and uncertainties, promoting a proactive approach to risk management, and ensuring business resilience.

KEY RESPONSIBILITIES

- Develop and implement a comprehensive first-line risk management strategy aligned with strategic objectives.
- Develop, document, and continuously maintain an up-to-date process universe across all business functions and units
- Identify and assess risks across various business functions and maintain an up-to-date risk register.
- Liaise with department heads to integrate risk management into business and functional processes and decision-making.
- Establish and maintain risk management policies, procedures, and frameworks within the business function.
- Implement internal and external audit recommendations.
- Implement risk management findings and recommendations in liaison with senior management and relevant stakeholders.
- Train and guide all employees on risk awareness and mitigation strategies within the business functions.
- Lead the development and maintenance of business continuity and crisis management plans.
- Keep abreast of changes in the business environment, regulations, and industry trends that may impact risk exposure.
- Conduct regular reviews of operational controls across branches and departments.
- Identify control gaps, weaknesses, and emerging risks and recommend remedial actions.
- Monitor implementation of corrective actions and ensure alignment of internal controls with group policies, regulatory requirements, and industry best practices.
- Oversee the bank's regulatory compliance program.
- Monitor adherence to the Bank of South Sudan (BoSS) regulations, AML/CFT laws, KYC requirements, and Group Compliance policies.

- Coordinate regulatory inspections, responses, and remedial actions.
- Review and approve compliance reports, exception reports, and regulatory submissions.
- Conduct compliance risk assessments and recommend mitigation controls.
- Coordinate with internal audit, external audit, and group risk on assurance activities.
- Provide control documentation, evidence, and responses to audit queries.
- Track and report on the status of audit recommendations closure.
- Review and update operating policies, procedures, and control standards.
- Provide advisory support to business units in designing effective processes.

TECHNICAL AND PROFESSIONAL QUALIFICATIONS

- Bachelor's degree in Business, Finance, Risk Management, or a related field. Relevant certification e.g., Certified Risk Management Professional, Certified Internal Auditor is an added advantage.
- A minimum of 3-5 years of experience in risk management, compliance, or internal controls within diverse business functions.
- Strong understanding of risk management frameworks, internal controls, and compliance standards relevant to the business.

SKILLS AND ATTRIBUTES

- Strong knowledge of banking operations, controls, and risk management.
- Understanding of regulatory requirements such as BoSS, AML/CFT, KYC.
- Proficiency in compliance monitoring tools and control testing methodologies.
- Data analysis and reporting skills.
- Process mapping and control design capabilities.
- Knowledge of audit processes and risk frameworks such as COSO, Basel guidelines.

If you meet the above requirements, please send your application to the email: ssjobsinternal@equitybank.co.ke or deliver a hard copy to Equity South Sudan Head Office at Hai Cinema, Addis Ababa Road, Juba, addressed to the Human Resource Manager. Attach your application letter, a detailed curriculum vitae, copies of your academic & professional certificates and contact information for at least three referees, as well as a South Sudan address by **1st June 2026**.

Only shortlisted candidates will be contacted.

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.

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Equity Bank South Sudan is regulated by the Bank of South Sudan.

