

GENERAL:

Job Title: Manager - Trading
Department: Treasury
Job Grade: Manager
Reports to: Head of Treasury

JOB PURPOSE:

To manage the Trading function, ensuring strategic alignment with the Bank's overall global markets objectives. The role is accountable for managing risk, driving profitability, and delivering superior client service while maintaining compliance with regulatory requirements and internal policies. The role oversees all trading activities across FX, Fixed Income, interest rates and all other financial market instruments, ensuring optimal execution and adherence to mandates.

MAIN DUTIES AND RESPONSIBILITIES:

TRADING DESK

Key actions to include:

- Execute trades in financial instruments to generate profits while managing risk within approved limits
- Provide market insights and strategic recommendations to senior management.
- Price and guide Sales team on market dynamics and volatilities.
- Working closely with the dedicated Group Head of Trading for planning and execution of trading strategies.
- Oversee all trading activities, including FX, forwards, swaps, and equities.
- Monitor market trends and identify opportunities for risk-adjusted returns.
- Ensure pricing provision to interbank markets and internal sales teams.
- Risk Management & Compliance
- Maintain adherence to market risk limits, credit risk limits, and tenor limits.
- Ensure compliance with regulatory requirements and internal policies.
- Act as crisis coordinator during major issues and allocate tasks to crisis teams.
- Stakeholder Engagement (internal and external)
- Build strong relationships with institutional clients, regulators, and market participants.
- Collaborate with sales teams to support client acquisition and retention.
- Team Development
- Lead, mentor, and develop the trading team to achieve high performance.
- Foster a culture of integrity, accountability, and continuous improvement.
- Analyze macroeconomic data, news, and technical indicators
- Develop and execute trading strategies aligned with desk objectives

RISK MANAGEMENT

Key actions to include:

- Ensuring a strong compliance culture within the team
- Ensuring adherence to all regulatory requirements, policies and procedures of the bank
- Ensuring that all trades are dealt within trader's limits (market risk limits, counterparty limits, dealer's mandate)

EQUITY BANK VALUES

In everything one does, demonstrate the Equity Values of Professionalism, Integrity, Creativity & Innovation, Teamwork, Unity of purpose, Respect and Dignity for Customers and Effective Corporate Governance.

PERSONAL DEVELOPMENT

- Actively managing one's own technical and soft skills development.
- Researching, identifying and proposing trainings to Country Head of Treasury for one's own and for the team's development.
- Take personal responsibility for embedding the highest standards of ethics, including regulatory and business conduct, across the Bank.

Other Duties & Responsibilities

Perform other duties assigned by line manager.

QUALIFICATION, SKILLS AND KNOWLEDGE:

Academic Qualifications

- Bachelor's degree in accounting, business, economics or finance from a recognized institution.
- Master's degree will be an added advantage

Professional Qualifications / Membership to professional bodies

- ACI dealing certificate
- CISI Securities qualification will be an added advantage

Work Experience Required

- Minimum of 5 years of professional experience, with a proven track record in global market, interbank and counterparties relationship management, and strategic trading business development.

Knowledge and Skills Required

- Strong leadership, communication, and negotiation skills.
- Strong understanding of trading techniques, global and local market fundamentals
- In-depth knowledge of trading strategies, and risk management principles
- Results-oriented with strong analytical and problem-solving skills
- Excellent interpersonal skills for building relationships
- Experience in stakeholders' relationship management (internal and external)
- Understanding of the policies, procedures and ethical requirements of a Treasury environment including code of conduct.
- Understanding of political and economic activity and the impacts on exchange rates and interest rates

If you believe you can clearly demonstrate your abilities to meet the criteria given above, please submit your job application cover letter along with a detailed resume, copies of the relevant certificates and testimonials in a single PDF file format, quoting the respective Job title or Ref no. in the subject field to TZRecruitment@equitybank.co.tz by Saturday 24th January 2026.

Only short-listed 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.



By submitting your application, you consent to Equity Bank Tanzania Limited collecting and processing your personal data strictly for recruitment, selection, and, where applicable, employment purposes. Equity Bank Tanzania Limited will process your personal data in accordance with the Data Protection and Privacy Act, Cap 97, and its Data Privacy Policy. Your personal information will be treated with the highest level of confidentiality and will not be shared with unauthorized third parties, except where disclosure is required by law or regulatory obligation”.