



GENERAL

Job Title: Environmental, Social and Governance (ESG) Analyst

(Job Ref: ERM/04/2026/01)

Reports to: ESG Manager

Department/Division: Enterprise Risk Management

No. of Vacancies: 1

BASIC PURPOSE:

The holder of the position has the responsibility of Overseeing the ESG governance and compliance by integrating environmental and social risk assessments into the credit process, identifying and managing ESG risks in financed businesses, developing mitigation plans within facility agreements, monitoring client compliance, and ensuring effective implementation of ESG policies through ongoing review and assurance activities

MAIN DUTIES & RESPONSIBILITIES

- Manage the ESG Governance and Compliance requirements.
- Ensure Environmental and Social Risk appraisals (both desk-top and site based) as part of the credit application process including the E&S risk categorization of proposed transactions
- Identification of potential environmental, social and governance risks, of the businesses to be/already being financed by the Bank
- Development of practicable E&S risk management plans, as appropriate, to be included as part of the facility agreements
- Manage the ESG review and monitoring procedures with clients.
- Run the assurance programme and follow-up to ensure effective implementation of the E&S Management Policy and Procedures.
- Build Environmental and Social awareness among Bank's clients
- Prepare and conduct ESG training to the organization across all levels.
- Champion and build ESG capacity across all the relevant business departments
- Support the Business and the Foundation on ESG opportunities and impact related products
- and services.
- Delivery to the internal ESG/Sustainability reporting requirements.
- Performs other related duties as assigned

QUALIFICATIONS, SKILLS AND EXPERIENCE

QUALIFICATIONS

- Bachelor's Degree in ESG related disciplines – Environmental Sciences/Natural Resources Management, Sustainable Development, Sustainable Finance, Business or an equivalent course

SKILLS

- Knowledge of local Environment, Social, Governance, Health and Safety Legislations and Regulations



- Practical experience in Environmental and Social Management and Assessment across diverse sectors (and the high-risk sectors of the organization)
- Ability to propose realistic, value-adding, and practical risk management plans
- Strong analytical and communication skills
- Excellent organizational and report writing skills
- Strong working knowledge of the Bank's Environment, Social and Governance (ESG) Framework, Policy and Procedures; International Finance Corporation (IFC) Environment and Social Sustainability Performance Standards, Uganda Bankers Association (UBA) ESG Frameworks and national E&S Legal Framework.

EXPERIENCE

- Minimum of 3 to 5 years' working experience in ESG related role. Previous experience in Banking and/or similar setting is highly desirable.

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 recruitment@equitybank.co.ug by **Friday, 24th April 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 Uganda Limited collecting and processing your personal data strictly for recruitment, selection, and, where applicable, employment purposes. Equity Bank Uganda 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".