



## GENERAL

Job Title: Market Risk Analyst  
(Job Ref: ERM/04/2026/02)  
Reports to: Market Risk Analyst  
Department/Division: Enterprise Risk Management

No. of Vacancies: 1

## BASIC PURPOSE:

The Market Risk Analyst shall support the business to establish and implement Middle Office Operational Controls and Market Risk practices that ensure compliance and Treasury efficiency.

The role shall be guided by the market risk policy and the treasury policies and procedures manual and shall work closely with the Finance and Treasury departments.

## MAIN DUTIES & RESPONSIBILITIES

- Perform stress and reverse stress testing across key risk areas including Liquidity, Foreign Exchange, Strategic and Interest Rate risk to assess the firm's resilience under potential adverse financial scenarios.
- Monitor market trends and key rates such as foreign exchange rates, lending rates, Central bank rates, and Treasury bills and bonds yields and communicate insights to stakeholders through regular Market yields report.
- Review aggregate cash positions across branches and the central vault to support liquidity risk monitoring and confirm alignment with insurance coverage, operational limits, and overall funding risk management. Preparing the monthly concentration risk report, analyzing the top depositors and borrowers both in foreign exchange and local currency as a percentage of total bank deposits and total loan book.
- Periodically review and update all relevant treasury, market risk, and finance related policies and procedures to ensure they remain effective and compliant with current market conditions and regulatory requirements.
- Review and brief management on Central Bank reports and circulars that relate to treasury and financial performance rating of the bank.
- Monitor the cash reserve requirement to ensure statutory compliance while optimizing liquidity management.
- Ensure that customers and counterparties are priced within the market rates, central bank rate band, for the various treasury products and interbank deals.
- Oversee the deal confirmation and interbank settlement processes to ensure timely and accurate settlement, minimize operational risks and disputes, and drive process improvements through collaboration with treasury, front office, and counterparties. Generate and disseminate revaluation rates for maintenance by treasury back-office team in the system.
- Prepare Market risk reports including daily, weekly and monthly reports, as well as ad hoc reports as may be required.



- Train and sensitize branches on treasury related risks and fraud.
- Review reconciliation items to establish reasons for outstanding treasury related items and also reconcile the core banking booked government securities with Central securities depository system.
- Develop and maintain a clear set of market risk management principles through evaluation of the level of risk correlated to the treasury activities, determine and monitor a set of key risk indicators and promote their awareness within the treasury department.
- Revenue assurance to prevent income leakages and also ensure daily revaluation operations are carried out properly, reviewed for consistency, and escalate any relevant anomaly detected.
- Monitor compliance with counterparty, approval, and dealer limits as defined in the limit's guidelines, and conduct daily reviews of both overnight and intraday trading positions.
- Support the preparation, coordination, and timely submission of ILAAP, ICAAP, Recovery Plan, and other regulatory risk management requirements by providing accurate market risk data and stress testing results

## **QUALIFICATIONS, SKILLS AND EXPERIENCE**

### **QUALIFICATIONS**

- Bachelor's degree in a business or finance related field
- Professional certifications in Risk, Treasury, or Finance (e.g., FRM, ACI, CPA, ACCA) are an added advantage

### **SKILLS**

- Knowledge of market risk metrics (VaR, PV01, EVE), stress testing, liquidity risk principles, and capital adequacy frameworks
- Excellent problem-solving skills with keen attention to detail
- Proficient in operating within ambiguous environments and adapting promptly to dynamic regulatory and market changes.
- Strong analytical and quantitative skills, capable of interpreting complex data and developing risk models
- Proficient in data analysis tools and Microsoft Excel
- Excellent written and verbal communication and presentation skills

### **EXPERIENCE**

- Minimum of 2 years' proven experience in a treasury related environment.

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](mailto:recruitment@equitybank.co.ug) by [Friday, 24<sup>th</sup> April 2026](#)

**Only short-listed candidates will be contacted.**



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