



GENERAL
<p>Job Title: Head Internal Controls (Job Ref: INTERNAL CONTROLS/09/2025/01) Reports to: Managing Director Department/Division: Internal Controls</p> <p>No. of Vacancies: 1</p>
BASIC PURPOSE:
<p>Head of Internal Controls is responsible for embedding a risk culture across the organization by implementing and overseeing the Enterprise Risk Management Framework. This role is crucial in maintaining the integrity of subsidiary operations and safeguarding assets through effective internal controls while ensuring alignment with the overarching organizational control framework</p>
MAIN DUTIES & RESPONSIBILITIES
<ul style="list-style-type: none">• Inculcate a risk culture across the organization, by embedding the Enterprise Risk Management Framework within the first line.• Implement internal control policies and develop procedures to ensure compliance with regulations and company standards.• Oversee the risk assessment processes to identify and mitigate potential risks to the organization.• Conduct self-assessments and review financial and operational processes to ensure adherence to policies and regulations.• Provide guidance and training to employees on Internal Controls and Compliance issues and best practices.• Collaborate with other departments to ensure consistent application of Internal Control and Compliance standards across the organization.• Monitor and evaluate the effectiveness of internal controls and compliance programs.• Report to senior management and/or the Board of directors on business compliance matters and recommendations for improvement.• Keep abreast of changes in laws and regulations that may impact the organization's operations and compliance requirements.• Lead investigations into allegations of misconduct or non-compliance and implementing corrective actions as necessary.• Serve as a liaison with Internal Auditors and regulatory agencies as needed.• Manage Compliance, Financial Crime and Conduct risks in the first line.• Led and manage the implementation of the Enterprise Risk Management Framework within the first line.
QUALIFICATIONS, SKILLS AND EXPERIENCE
<p>QUALIFICATIONS</p> <ul style="list-style-type: none">• Bachelor's degree in accounting, Finance, Law, Business Administration, or a related field.• Advanced degree (e.g., MBA, master's in risk management) or professional certifications such as Certified Internal Auditor (CIA), Certified Compliance & Ethics Professional (CCEP), Certified Fraud Examiner (CFE), or Certified Risk Manager (CRM) is a plus



SKILLS

- Proven track record of successfully implementing and managing internal control and compliance frameworks in complex environments, preferably within the financial services.
- In-depth understanding of Enterprise Risk Management (ERM) frameworks, including the ability to design, implement, and oversee risk management processes across various business functions.
- Experience in conducting risk assessments, identifying potential risks, and developing mitigation strategies.
- Comprehensive knowledge of local and international regulatory requirements, industry standards, and best practices related to compliance, internal controls, and financial crime prevention.
- Strong leadership skills with experience managing and developing teams of compliance and internal control professionals.
- Excellent analytical skills with the ability to evaluate complex data, identify trends, and make informed decisions.
- Proactive approach to problem-solving, with a strong focus on identifying root causes and implementing effective solutions.
- Exceptional communication skills, both written and verbal, with the ability to articulate complex compliance and risk management concepts to diverse audiences, including senior management and board members.
- Proven ability to build and maintain strong relationships with internal and external stakeholders, including regulators and auditors.
- Ability to foster a culture of compliance and ethical behaviour across the organization.
- Strong understanding of financial controls, operational risk, and the ability to evaluate and enhance the control environment in a large, complex organization.
- Experience in managing budgets, resources, and ensuring the efficient use of compliance and internal control resources.

EXPERIENCE

- A minimum of 8 years of experience in internal control, compliance, risk management, or a related field within a large organization.

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 **Tuesday 23rd September, 2025**

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.