



FINANCE TRUST BANK

JOB OPPORTUNITY

Finance Trust Bank was licensed as a Tier 1 Commercial Bank on 11th November, 2013, taking over the financial services business of Uganda Finance Trust Limited (MDI). Today Finance Trust Bank is a fully-fledged commercial bank serving a clientele of over 500,000 depositors and over 37,000 borrowers, through a network of 35 branches country wide. The bank offers a variety of Products and services including; Savings, Current accounts, Loans, Money transfer services and Bills payments to its target market which comprises of micro, small and medium entrepreneurs, salary earners and youth.

In order to meet the needs of its growing customer base, the company is seeking to recruit dynamic, self-motivated, result oriented professionals to fill the following position;

HR BUSINESS PARTNER

This position reports directly to the Head of Human Resources and will be based at Head office.

Job Purpose:

The purpose of the position is to drive the achievement of business unit and overall bank's Objectives through the implementation of Human resources strategy, policies and practices. In partnership with the regional and Unit heads, HCBP will provide consultancy services to enable delivery of best practices and HR focused solutions to Finance Trust Bank.

The HRBP will be accountable for coordinating the delivery of all core employee life cycle processes including but not limited to the following: HR Planning, Resourcing, Talent Management, Organizational development, Performance & Reward, Employment Relations, Learning & Development.

Key Result Areas:

- Provide primary support to the Heads of Functions and Departments on people or human capital related requirements to ensure that the departments are enabled to deliver on their mandates.
- Provide HR technical guidance to the Head of Departments regarding both strategic and operational aspects of managing their respective team.
- Responsible for coordinating the development of departmental HR strategies and plans and ensuring that the agreed strategies and plans are aligned to the Bank's overall HR strategy and plan.
- Assess current and future staff HR needs for the assigned Departments and design appropriate HR & Organizational Design strategies, plans, and interventions to ensure that the assigned Client departments are appropriately resourced in line with the Departmental mandates and delivery plan.
- Champion talent management, evaluate the existing talent pool for the assigned Departments and develop interventions to effectively and efficiently manage the talent to support the delivery of the Departments resourcing requirements in line with the Bank's Talent Management policy/framework.
- Monitor the implementation of the Bank's performance management system. This will include guiding and coaching line managers on effective target setting,

coordinating, and presiding over performance moderation exercises, tracking all employees on performance improvement plans and ensure closure.

- Review staff productivity and engage the respective Line Managers to execute initiatives that will align staff to expected performance standards including undertaking internal work process improvements, training and competence development initiatives as well as implementing individual and collective performance improvement plans (PIPs).
- Responsible for employee relations and driving staff engagement for the assigned Departments in line with the broad engagement agenda of the Bank.
- Identify training needs for the Client Departments and engage line managers on development of career maps and learning paths for job families in those units.
- Support Implementation of retention strategies to enable the Bank retain its critical talent as well as maintain overall attrition at acceptable levels.
- Drive organizational change initiatives by ensuring that appropriate structures, processes are in place in line with the plans of the Client Departments and growth strategies of the Bank. This includes involvement in Job Evaluation, alignment of Organization structures for Client Departments and development of job descriptions.
- Analyse trends and prepare analytical periodical reports in partnership with HR Shared Services in order to develop novel human capital solutions and interventions that can drive Bank performance and efficiency.

Minimum educational and technical competence requirements:

- Bachelor of Human Resources Management, Organizational and industrial psychology, or related field.
- Professional Certification in HR practice (e.g., CIPD, CHRM) is added advantage.
- A minimum of 5 years' experience in HR practice in a busy commercial setting at supervisory or managerial Level.
- Sound Understanding of Ugandan labour laws and HR best practices.
- Proven experience in delivery of all core employee life cycle processes.
- Knowledge of modern HR management practices and emerging HR trends.
- Ability to demonstrate lateral understanding of all facets of the Business.

Applications:

Suitably qualified candidates should address their application to Head, Human Resource, Finance Trust Bank, TWED PLAZA, Plot 22B, Lumumba Avenue, Kampala, Uganda, and email it to jobs@financetrust.co.ug. as well as photocopies of academic testimonials, and a CV. The CV should include telephone contacts and email addresses of three referees, one of who should be the most recent employer.

Closing date for submission of the applications is **31st May, 2024**. *Only shortlisted candidates will be contacted directly on Tel. Numbers 0312 222600 or 0414 341275 ONLY*

