

POSITION: HEAD OF TRADING (Ref code: HOT-2017)

DEPARTMENT: TREASURY

REPORTS TO: HEAD OF TREASURY

JOB PURPOSE STATEMENT

To drive and maximize revenue generation through treasury trading and sales. This involves providing leadership to the:

- Dealers in the daily trading activities, monitoring the market dynamics to facilitate identification of profitable opportunities
- Sales team in the identification of market opportunities and coordinating business development strategies.

KEY RESPONSIBILITIES

- Growth in Treasury trading business (30%)
- Minimization of exposures to and impact of risks inherent in foreign exchange and fixed income trading activities, and interest rates (10%)
- Quality of leadership experienced throughout the unit and how effectively that translates into conducive work environment and employee satisfaction (10%)
- Adequacy of personal and staff competence to effectively perform trading team's activities/tasks (10%)
- Quality of management of customers' expectations (20%)
- Effectiveness of Trading and Sales team structures and systems (policies, processes, procedures and tools) in achieving compliance requirements, optimal efficiency, resource utilization and cost containment (10%)
- Adequacy of liquidity to effectively fund the bank's business and within CBK guidelines (10%)

COMPETENCE REQUIREMENTS

- Leadership to nurture and sustain employee satisfaction; and to manage changes.
- Performance Management to optimize own and team's productivity
- Organization development to effectively structure the Trading team for optimal performance.
- Knowledge and experience in Treasury trading business to provide visionary guidance and implement tactical changes
- Interpersonal skills to create and maintain relevant business networks; and to effectively communicate with and manage customer expectations (internal and external), and other stakeholders who impact performance.
- Technical skills to effectively perform or guide performance of Treasury trading and sales activities/tasks in a manner that consistently achieves high quality standards or benchmarks.
- Knowledge of Treasury products and market trends
- Knowledge and effective application of all relevant banking policies, processes, procedures and guidelines to consistently achieve required compliance standards or benchmarks.
- Self-empowerment to enable development of open communication, teamwork and trust that are needed to support performance and customer-service oriented culture.

QUALIFICATIONS AND EXPERIENCE REQUIREMENTS

- University degree or equivalent.
- Relevant professional qualification in Banking and Business Management.
- Five years' experience of Treasury operations and exposure to sophisticated Treasury products.
- Seven years' experience in treasury management 2 of which would have been in a senior dealer position.