EXCITING CAREER OPPORTUNITIES

Job Titles

Manager Sustainability

Manager IT Risk

Housing Finance Bank

Housing Finance Bank is a Commercial Bank and the leading provider of housing finance solutions with a vision to be the preferred consumer and business bank with a focus on housing finance. To attain its strategic objectives efficiently and effectively, Housing Finance Bank is seeking to hire qualified, versatile, and self-driven individuals to fill the two vacant positions listed below.

Manager Sustainability

Department: Risk Management Department

Reports To: Chief Risk Officer

Job Grade: **HFB 7 B**

Direct Reports:

Direct - Sustainability Officer
Indirect - Sustainability Partners
- Sustainability Champions

Interacts/Interfaces with:

Internal - Heads of department
- All Staff
External - Industry associations (e.g., UBA, funders, partners etc)
- Key Partners for sustainability efforts
- Other Stakeholders

Job Purpose:

To provide strategic leadership and oversight for the Bank's sustainability, climate risk and sustainable finance agenda by developing, implementing and monitoring sustainability strategies, policies, frameworks and initiatives that create long-term value for stakeholders.

Key Result Areas:

Strategy and Leadership

- Develop, implement and continuously review the Bank's Sustainability Strategy, Sustainability Agenda and Climate Risk Strategy to ensure alignment with the Bank's corporate strategy, regulatory requirements and international best practices.
- Provide strategic leadership and oversight of the Bank's sustainability, climate-risk and sustainable finance agenda across all business segments and support functions.
- Serve as the Bank's subject matter expert on sustainability, climate risk, sustainable finance and emerging sustainability-related regulations and standards.
- Lead the integration of sustainability considerations into business strategy, product development, risk management, operations, procurement and decision-making processes.

Governance, Risk and Compliance

- Lead the implementation and continuous improvement of the Sustainability and Climate Risk Policy, Sustainability Risk Management Framework, Social and Environmental Management System (SEMS) and related governance frameworks.
- Provide oversight of sustainability and climate-risk assessments and ensure effective integration of sustainability risks and opportunities into the Bank's Enterprise Risk Management Framework.
- Ensure compliance with applicable sustainability-related regulations, including Bank of Uganda Climate Risk Guidelines, Uganda National Green Taxonomy, Uganda Bankers Association Sustainability Framework, IFRS Sustainability Disclosure Standards and other relevant frameworks.
- Monitor emerging sustainability, climate-risk and regulatory developments and advise Executive Management and the Board on implications for the Bank.

Sustainable Finance and Business Integration

- Drive the development and implementation of sustainable finance initiatives including green lending, green mortgages, climate finance, financial inclusion and impact-finance programmes.
- Partner with business segments to identify opportunities that create commercial value while delivering positive environmental and social impact.
- Establish sustainability targets, performance indicators and impact measurement frameworks across the Bank.
- Champion the integration of sustainability objectives into departmental plans, performance management frameworks and operational processes.

Reporting and Disclosure

- Lead the preparation of integrated sustainability reports, annual sustainability reports, Board papers, regulatory submissions and funder reports.
- Oversee the collection, validation and reporting of sustainability, climate-risk and sustainability performance data to ensure accuracy, completeness and audit readiness.
- Lead the Bank's readiness and compliance with sustainability reporting frameworks, standards and disclosure requirements.
- Present sustainability performance, risks, opportunities and strategic recommendations to Executive Management Committees and Board Committees.

Partnerships and Stakeholder Engagement

- Develop and support the management of strategic sustainability partnerships with development finance institutions, funders, regulators, industry associations, technical partners, certification bodies and sustainability networks.
- Represent the Bank in sustainability, climate-finance and sustainable-development forums at local, regional and international levels.
- Lead stakeholder engagement initiatives to strengthen the Bank's sustainability positioning, reputation and impact.
- Identify and secure strategic partnerships, grants, technical assistance opportunities and sustainable-finance funding programmes that support the Bank's strategic objectives.

Innovation and Continuous Improvement

- Lead the identification, assessment and implementation of innovative sustainability initiatives, products and business models that enhance the Bank's competitive advantage.
- Drive sustainability-related innovation including green products, resource-efficiency initiatives, climate-resilience programmes and impact-finance opportunities.
- Benchmark the Bank's sustainability performance against industry peers and international best practices and implement improvement initiatives.

People Leadership and Culture

- Lead, coach and develop the Sustainability team and Sustainability Champions network to build institutional sustainability capability.
- Drive sustainability awareness and culture-change programmes across the Bank to embed sustainability into everyday decision-making and operations.
- Establish and monitor departmental budgets, work plans, KPIs and performance targets to ensure effective execution of sustainability objectives.
- Foster collaboration across business units to ensure enterprise-wide ownership and implementation of sustainability commitments.

Assurance and Certification

- Lead sustainability assurance, certification and assessment programmes, including sustainability audits and other external evaluations.
- Ensure the Bank maintains robust sustainability governance, documentation, controls and evidence to support assurance, certification and stakeholder requirements.

Strategic Advisory Role

- Advise the Chief Risk Officer, Executive Committee and Board on sustainability-related risks, opportunities, strategic priorities and emerging trends.
- Provide thought leadership on sustainability and climate risk to position the Bank as a leader in sustainable banking and responsible finance.

Financial Responsibility:

- N/A

Person Specification

Education & Training:

- A Bachelor's Degree in a Business Administration or a related field is required.
- A professional qualification in a Sustainability-related course or Certification in environmental, social and governance(ESG) is an advantage.
- Relevant practical training in brand enhancement, corporate communications, public relations & sustainability in the financial services sector is essential.
- Good knowledge of IFC Performance Standards, World Bank Environmental, Health and Safety guidelines, Equator principles.

Skills & Experience:

- A minimum of two years' managerial-level experience in managing sustainability programmes and sustainability communications.
- Must have strong creative, verbal and written communication skills.
- Excellent interpersonal skills with the ability to collaborate with people/teams and diverse stakeholders.
- Excellent writing and presentation skills.
- Organizational and administrative skills.
- Ability to translate strategy into achievable performance objectives.
- Good knowledge of modern practices in marketing and communications
- Ability to manage multiple projects at a time.

Business Behaviours:

- Ability to demonstrate a positive image and serve as a role model for HFB's values.
- The ability to communicate clearly, both verbally and in writing in a professional manner is essential.
- Ability to build sustainable working relationships across organizational, corporate, and cultural boundaries.
- Good presentation skills.
- Creative and adaptable to change.
- Ability to conceptualize issues.

Manager IT Risk

Department: Risk Management

Reports To: Chief Risk Officer

Job Grade: **HFB 7 C**

Direct Reports:

Direct - IT Risk Officer

Indirect - None

Interacts/Interfaces with:

Internal - Business Technology
- Information Security
- Internal Audit
- Heads of department
External - External IT auditors, IT system vendors

Job Purpose:

The Manager IT Risk will oversee the implementation of the Bank's information technology risk management framework. She/he will manage the process of independent IT risk assessment and reporting. Joining the Risk Management team provides a tremendous opportunity to learn about IT Risk from a business perspective. You will be responsible for resolving challenging issues and for managing multiple issues to completion. Typically, someone in this position is responsible for a mixture of ongoing day-to-day risk management responsibilities, adhoc requests and issues, and some long-term initiatives.

Key Result Areas:

- Organize, review and conduct both scheduled and un-scheduled information systems risk assessments for new and existing systems and applications to identify vulnerabilities and to ensure compliance with HFB security policies, regulatory requirements and adherence to best practices. These systems may include operating systems, database management systems, firewalls, intrusion detection systems, and web-based applications.
- Review system access rights and recommend changes to the first line of defense.
- Design, monitor and communicate IT Key Risk Indicators (KRIs) to identify and evaluate business technology risks and propose improvements to internal controls.
- Provide guidance over the general activities and concerns on the HFB's technology functions including governance, policy, control design and general operational effectiveness.
- Coordinate the submission of technology teams' risk and control self-assessments with respective risk champions.
- Work with risk owners to ensure tracking of I.T incidents/events and associated action plans to closure. Identify key IT incidents which require control enhancements.
- Create IT risk awareness across the bank.
- Review and participate in projects risk assessments.
- Manage the audit-trail review process.
- Follow up on vulnerability-testing findings in the IT environment.
- Provide digital transformation advisory services.
- Research and maintain knowledge of industry best practices in regard to emerging IT risks.
- Prepare reports for the Board, management and executive committes.

Financial Responsibility:

- N/A

Person Specification

Education & Training:

- A Bachelor of Science in Information Technology or Computer Science, or equivalent experience is required.
- Possesses one or more of the following certifications is an added advantage: Certified Risk and Information Systems Control (CRISC), Certified Information Systems Auditor (CISA), or other related certifications.

Skills & Experience:

- A minimum of eight (8) years' experience in Information Technology systems, Information Technology Risk Management or Information Technology Audit i.e. governance or control function.
- Demonstrates domain knowledge of IT infrastructure, application development/SDLC, information security and disaster recovery.

Business Behaviours:

- Ability to effectively manage multiple competing priorities.
- This position requires strong organizational skills, resourcefulness, good judgment, persistence and follow through, and the ability to influence and "effectively challenge" others.
- Demonstrates an ability to work in a collaborative environment and influence others.
- Strong project management skill set.
- Detail oriented, with strong communication skills.
- Industry experience in financial services is preferred.

Interested candidates should submit their applications with a recent CV, copies of all academic transcripts, certificates and testimonials, daytime telephone contact, postal and email address and three competent referees not later than **Friday 14th August 2026** by **5:00pm** to:

Chief Human Resources Officer
Housing Finance Bank,
Investment House
4 Wampewo Avenue, Kololo

Please note that all applications should be sent via the link

https://bit.ly/HFB_JobVacancies

DO NOT HAND YOUR APPLICATION
Please note ONLY shortlisted candidates will be contacted, and any form of canvassing will lead to automatic disqualification.

Guidelines for Submitting Documents

1. Ensure that all your documents are scanned and submitted in one single batch using the following order:
   - Application letter
   - Curriculum Vitae (CV)
   - Academic Documents and Certificates
2. The maximum document size is 10 MBs.
3. Indicate the position you are applying for in the email subject line.

Housing Finance Bank is regulated by Bank of Uganda. Customer deposits are protected by the Deposits Protection Fund up to UGX 10 million, Terms and Conditions apply.