

# THE UNITED REPUBLIC OF TANZANIA



## PRESIDENT'S OFFICE

### PUBLIC SERVICE RECRUITMENT SECRETARIAT

Ref.No.JA.9/259/01/A/147

24<sup>th</sup> August, 2022

#### 1.0 BACKGROUND INFORMATION

On behalf of TIB Development Bank, Public Service Recruitment Secretariat (PSRS) invites dynamic, proactive, experienced and suitable qualified Tanzanians to fill one (1) vacant post of the Managing Director of TIB Development Bank.

#### 2.0 TIB DEVELOPMENT BANK

TIB Development Bank, formerly known as Tanzania Investment Bank (TIB), is the first Development Finance Institution (DFI) established by the Government of Tanzania in 2005. Tracing its history, the bank was established in 1970 charged with the responsibility of facilitating development finance and industrialization policy by providing medium and long-term development finance and investment in the areas of infrastructure and productive sectors of the economy such as commercial agriculture, manufacturing, processing, construction, transport, tourism and mining sectors. Over time, the Tanzanian government, the sole shareholder in TIB, re-capitalized the bank, re-vamped its strategic development plans and re-structured its management.

Following the restructuring of Bank, three distinct, but related institutions were formed. The three institutions, namely, **TIB Development Bank Limited** - A development finance institution (DFI); TIB Corporate Finance Limited - A short term financing institution, serving large corporate clients, both public and private, in support of the functions of the DFI and TIB Rasilimali Limited - A registered brokerage company, that purchases and sells corporate bonds on the Dar es Salaam Stock Exchange and also offers investment advice to the Tanzanian government in support of the DFI. The three Institutions form the Tanzania Investment Bank Group or TIB Group and the bank has six branches in

Dodoma, Dar es Salaam, Mwanza, Arusha, Mbeya and Zanzibar. The activities of the bank are regulated and supervised by the Bank of Tanzania (BoT) and the Government of Tanzania is the sole shareholder in the bank. The following are the detailed requirements for the post:

<b>POST</b>	<b>MANAGING DIRECTOR</b>
<b>EMPLOYER</b>	<b>TIB DEVELOPMENT BANK</b>
<b>REPORTS TO</b>	<b>BOARD OF DIRECTORS</b>
<b>SUPERVISES</b>	<b>HEADS OF DIRECTORATES AND UNITS</b>
<b>KEY COMPETENCES/ ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>i. Visionary, Strategic thinker, Scenario Analyst and Planner;</li> <li>ii. Business continuity mindset;</li> <li>iii. High level of integrity for sustaining the banks credibility within the context of nationally, regionally and internationally corporate governance principles, frameworks and practices;</li> <li>iv. Excellent interpersonal, communication, public relations and customer relationship skills so as to work collaboratively with diverse stakeholders;</li> <li>v. Business acumen, Commercial awareness and Entrepreneurship skills;</li> <li>vi. Capacity to analyze and interpret big data and make sound decisions in a complex environment;</li> <li>vii. Excellent Risk Management Skills;</li> <li>viii. Ability to build teams, foster team spirit, oversee and lead teams with diverse disciplines and expertise and unify their efforts within the development financing agenda;</li> <li>ix. Excellent performance management skills;</li> <li>x. Ability to create value proposition for various internal and external stakeholders of the bank;</li> <li>xi. Proven Service Marketing skills for promotion of the bank locally, regionally and internationally;</li> <li>xii. Knowledge of nationally, regionally and internationally practices in Corporate and Investment banking, Development Financing and Project Financing;</li> <li>xiii. Treasury, Assets and Liability management skills;</li> <li>xiv. Understanding of public policies, laws and regulations related to the Investments and Development Financing locally, regionally and</li> </ul>

	<p>internationally;</p> <p>xv. Knowledge of the best national, regional and internationally accepted banking practices;</p> <p>xvi. Ability to interpret policy objectives for establishment of the Bank, the country's development agenda, economic policies and position the bank in implementation of the policies and agenda; and</p> <p>xvii. Ability to innovate and create investments and development financing solutions to high-end and mid-end markets.</p>
<b>JOB SUMMARY</b>	<p>Provide leadership in transformation and management of TIB Development Bank to be a profitable and credible bank locally, regionally and internationally within the context of 4<sup>th</sup> Industrial Revolution and Digital economy, safeguard the bank's credibility and enhance its ability to attract investors and mobilize the requisite resources through effective implementation of the bank's Strategic Plan, Business Plans and Approved Budgets in line with the country's development agenda and also ensure the operations of the bank are conducted in accordance with the provisions of the State Laws, Regulations and Guidelines of The Bank of Tanzania, Corporate Governance principles, frameworks, practices and Government Policies.</p>
<b>DUTIES AND RESPONSIBILITIES</b>	<p>i. Steering the modernisation of TIB Development and preparing the bank to operate in the new economy (the digital economy) as the wave of 4<sup>th</sup> Industrial Revolution sweeps in;</p> <p>ii. Managing the bank's relationship with key stakeholders and capital providers in government and other institutional investors;</p> <p>iii. Managing the bank's extension of project financing loans and equity investments to all entities implementing development projects and special purpose investment vehicles for environmentally-friendly projects;</p> <p>iv. Re-defining the bank's culture and building a premier institution within the United Republic of Tanzania that will be the "go-to" institution for our development and industrial financing needs;</p> <p>v. Ensuring bank's compliance to relevant Rules and Regulations pertaining to the operations of the Development Finance Institutions;</p> <p>vi. Advising and informing the Board of Directors on progress made in</p>

	<p>implementing the bank's strategic plans and operational status of the bank;</p> <p>vii. Overseeing the process of designing, promoting and delivery of relevant, quality and appropriate products and services for the market;</p> <p>viii. Managing the utilisation of the bank's resources within approved parameters, Guidelines, Policies, Laws and Regulations;</p> <p>ix. Maintaining positive and strong brand image of the bank to all its stakeholders and the general public at large;</p> <p>x. Enhancing the efficiency and effectiveness of the bank by maintaining cost effective operational environment, expending the bank's activities, programs and services optimally;</p> <p>xi. Coordinating and managing all Directorates and Departments reporting to the Managing Director;</p> <p>xii. Understanding, undertaking mapping and engaging the bank's internal and external stakeholders and developing a workable strategy for each in order to maintain positive working relationship with all;</p> <p>xiii. Establishing, implementing and enforcing a robust bank-wide risk management framework, systems, policies and procedures aiming to continuously identify, manage and control operational, market, credit and other business-related risks;</p> <p>xiv. Supervising and managing the performance of all Directors and Head of Departments by setting, agreeing and assessing performance objectives and targets as well as key performance indicators on an annual basis;</p> <p>xv. Reporting and appraising the Board of Directors on the bank's performance through submission of quarterly and annual reports financial and performance reports; and</p> <p>xvi. Undertaking any other duties that may arise as assigned by the Board of Directors or as result of government policy and strategic directions.</p>
<b>QUALIFICATIONS</b>	<p>Master's Degree in the following fields: - Business Administration, Finance, Accounting, Banking, Economics, Marketing, Law or Entrepreneurship from a recognised Institution. Holding a PhD in any of the above fields will</p>

	be an added advantage.
<b>LANGUAGES</b>	Preferably Kiswahili and English. Knowledge of other languages such as French, Spanish, Arabic and Chinese will be an added advantage.
<b>EXPERIENCE</b>	Must have at least ten (10) years working experience in related field, five (5) years of which should be in a Senior Management position.
<b>AGE LIMIT</b>	Not more than fifty-five (55) years.
<b>TERMS OF EMPLOYMENT</b>	Contractual between three (3) and five (5) years renewable based on performance.
<b>REMUNERATION</b>	Negotiable
<b>APPLICATION TIME LINE</b>	Twenty-one (21) days from the date of the advertisement.

### 3.0 GENERAL CONDITIONS

- i. Applicants must attach an up-to-date Curriculum Vitae (CV) having reliable contacts; postal address/post code, e-mail and telephone numbers.
- ii. All applicants must be Citizens of Tanzania.
- iii. **People with disabilities are highly encouraged to apply and should indicate clearly in the portal for Public Service Recruitment Secretariat attention;**
- iv. Applicants should apply on the strength of the information given in this advertisement.
- v. Applicants must attach their certified copies of the following certificates: -
  - Postgraduate/Degree/Advanced Diploma/Diploma/Certificates;
  - Postgraduate/Degree/Advanced Diploma/Diploma transcripts;
  - Form IV and Form VI National Examination Certificates;
  - **Professional Registration and Training Certificates from respective Registration or Regulatory Bodies, (where applicable); and**
  - Birth certificate.
- vi. Attaching copies of the following certificates is strictly not accepted: -
  - Form IV and Form VI results slips; and
  - Testimonials and Partial transcripts.
- vii. An applicant must upload a recent Passport Size Photo in the Recruitment Portal.
- viii. An applicant employed in the Public Service should route his application letter

through his respective employer.

- ix. An applicant who is retired from the Public Service for whatever reason should not apply.
- x. An applicant should indicate three reputable referees with their reliable contacts.
- xi. Certificates from foreign examination bodies for Ordinary or Advanced level education should be verified by The National Examination Council of Tanzania (NECTA).
- xii. Professional certificates from foreign Universities and other training institutions should be verified by The Tanzania Commission for Universities (TCU) and National Council for Technical Education (NACTE).
- xiii. A signed application letter should be written either in Swahili or English and Addressed to Secretary, Presidents Office, Public Service Recruitment Secretariat, **P.O. Box 2320, Utumishi Building-University of Dodoma and Dr. Asha Rose Migiro Buildings - Dodoma.**
- xiv. Deadline for application is **13<sup>th</sup> September, 2022;**
- xv. Only shortlisted candidates will be informed the date of interview; and
- xvi. Presentation of forged certificates and other information will necessitate legal action;

**NOTE: All applications must be sent through Recruitment Portal by using the following address; <http://portal.ajira.go.tz/> and not otherwise (This address also can be found at PSRS Website, Click '**Recruitment Portal**')**

**Released by:**

**SECRETARY  
PUBLIC SERVICE RECRUITMENT SECRETARIAT**

