

SENIOR MANAGER OPERATIONAL RISK I - 1 POSITION**ABOUT US:**

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Position:	Senior Manager Operational Risk -I
Rank	Principal Operational Risk Management Officer-I
Department:	Risk Management and Compliance
Section:	Risk Management
Salary Scale	COBSS 9 (at Principal Level I)
Reports to:	Chief Manager Risk Management
Location:	Dar es Salaam

POSITION OBJECTIVE

1. To ensure that the bank is in compliance with the Banks and Financial Institution Regulations; Bank and Financial Institutions Act and minimizing operational and financial risks.
2. To ensure Bank's Policies, Processes and Procedures are in line, and remain in line with business and Board of Directors risk appetite and fully implemented and adhered to by all incumbents.

KEY RESPONSIBILITIES

- Develops and implements the Risk Management framework.
- Develops Risk assessment and measurement system.
- Identifies current and emerging operational risks in the daily operations of the Bank.
- Monitors the potential risks on a continual basis and brief on any situation that needs prompt action.
- Develops risk Tolerance limits for the bank's management and board approval and periodic review of the same.
- Evaluate the impact of changes in legislation and company policies on operational risk.
- Monitors positions against approved risk tolerance limit.

- Coordinate development and review of policies periodically to ensure they adequately address the bank's exposure to the risk for approval by the Board.
- Coordinate and develop risk alerts for risk identifications inherent in all business units in the banks.
- Monitor market, economic and financial trainings both within and outside the Bank and their impacts, and advise management on how to minimize risk exposure.
- Coordinates development of the risk monitoring and control measures in all business units in the bank.
- Develop and implement operational risk management policies and procedures.
- Conduct regular risk assessments across business units.
- Conduct regular risk assessments across different business units and operational. Collaborate with internal department to identify and mitigate risk.
- Identify potential risks related to process, project and new initiatives.
- Developing and implement strategies to prevent mitigate and eliminate operational risks.
- Monitoring and reporting on key risk indicators (KRIs)
- Investigating operational incidents and near misses.
- Ensure compliance with the regulator requirement in the internal controls.
- Promote a culture of risk awareness throughout organization.
- Support internal and external audits related to operational risk.
- Carries out analysis of the risk associated with new products, process and systems to determine the Bank's ability to manage those risk before venturing into it and provide guidance on what to do to minimize exposure.
- Prepares periodical reports to guide and assist the management in understanding the Bank's level of exposure to risk for proper and strategic mitigating interventions. Prepare risk reports and present finding to senior management.
- Carries out research and due diligence analysis pf other bank and financial institutions operational risk management issues to ensure that the Bank is not left behind by other peers.
- Conducts periodic reviews to assess compliance with Bank's policies, procedures and tolerance limits by all departments and report the same.
- Creates awareness to all staff in the Bank on risk management practices. Arranges for departmental staff development and training for improved performance of the bank.
- Mitigate, implement and embed controls and actions to close all audits findings related to operational risk and ensure this is done within the allowed timeframe.
- Analyse effectiveness of processes and systems in user departments and make recommendations for improvements.
- Set key performance indicators (KPIs) for all direct reports and conduct review on semi-annually and annually.
- Ensure timely, accurate, quality and reliable data used in preparing various risk reports for management and Boards of directors, regulatory returns and others.
- Perform any other related duties assigned by the supervisor.

QUALIFICATIONS, SKILLS & EXPERIENCE

Education: Holder of Master degree in one of the following fields; Banking, Economics, Commerce, Business Administration majoring in Accounting or Finance, Risk, Actuarial Sciences, Insurance, Statistics or Banking from any recognized university or equivalent qualifications from any recognized institution with working experience of at least sixteen (16) years in related field.

- Strong leadership and people management skills.
- Extensive knowledge of risk, risk systems and industry regulations.
- Expertise in the concepts, principles and practices of operational risk.
- Strong analytical and problem-solving skills.
- Excellent communication and interpersonal skills.
- Ability to work independently and as part of a team.
- Proficiency in risk assessment methodologies and tools.
- Knowledge of relevant regulations and compliance requirements.
- Experience in developing and implementing risk management frameworks.
- Strong organizational and time-management skills.
- Experience in the financial industry is often preferred.

PERSONAL ATTRIBUTES AND BEHAVIOURAL COMPETENCIES

- Ability to demonstrate Tanzania Commercial Bank core values:
- Ability to priorities work and to meet deadlines.
- Ability to implement projects / programmers according to set objectives & timelines, across a wide business platform.
- Has sound judgment, common sense and good humor.
- Strong leadership and people management skills.
- Very strong business acumen, with ability to grow business.
- Ability to build effective relationships with all stakeholders
- Self-drive with a results-oriented mindset
- Effective data analysis/Efficient and quality audit report

The position will attract competitive salary packages and benefits. Applicants are invited to submit their resume via the following link:- <https://www.tcbbank.co.tz/careers> **applications via other methods will not be considered. Applicants need to fill their personal information, academic certificates, work experiences, and application letter. Other credentials will be submitted during the interview for authentic check and administrative measures.**

Tanzania Commercial Bank has a strong commitment to environmental, health and safety management. Late applications will not be considered. Short listed candidates may be subjected to any of the following: a security clearance; a competency assessment and physical capability assessment.

Deadline of the Application is 17th August, 2025.

SENIOR MANAGER COMPLIANCE-I - 2 POSITION**ABOUT US**

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Position:	Senior Manager Compliance-I
Rank	Principal Compliance Officer-I
Department:	Risk Management and Compliance
Section:	Risk Management
Salary Scale	COBSS 9 (at Principal Level I)
Reports to:	Chief Manager Compliance
Location:	Dar es Salaam

POSITION OBJECTIVE

Ensure the bank adheres to legal and regulatory requirements, industry standards, and internal policies. This role involves developing and implementing compliance programs, conducting audits, providing training, and mitigating risks. They act as a liaison with regulatory bodies and manages the organization's compliance programs, policies, and practices, ensuring adherence to regulatory requirements and internal policies. They play a crucial role in risk management, implementing and monitoring controls, and advising leadership on compliance matters.

KEY RESPONSIBILITIES

- Provide leadership to the team to ensure the development of a working environment that is conducive to the achievement of budgeted KPIs and that employees achieve their full potential by gaining new skills through the provision of effective mentoring and training programs.
- Administer the timely monitoring and control of operating costs in the area to ensure budget compliance/adherence and act swiftly to correct unfavourable cost variances.

- Implement employee performance management processes to ensure optimum employee performance and take appropriate action to remedy any substandard employee performance or behaviour.
- Assist the Director of Risk Management and Compliance and Chief Manager Compliance in directing and overseeing the day-to-day management of compliance adherences, tracking and monitoring for the whole bank on end-to-end basis including driving and directing compliance in each area the bank is required to comply.
- Implement controls within the bank to meet regulatory and internal requirements. In addition, drive and implement an effective compliance management framework, and promote strong compliance culture across banks Directorates, Departments and Branches.
- Developing and Implementing Compliance Programs: Creating, reviewing and updating policies and procedures to ensure alignment with all relevant laws and regulations.
- Conducting Risk Assessments: Identifying potential compliance risks and vulnerabilities within the organization's operations and processes.
- Monitoring and auditing: regularly reviewing business operations, transactions, and records to identify potential compliance issues or deviations from established policies.
- Providing Training and Education: Developing and delivering training sessions to employees on compliance requirements and best practices. Ensure there is adequate training in compliance issues to all staff as guided by internal requirements, regulators and other interested parties.
- Investigating and Resolving Issues: Leading investigations into potential compliance violations and collaborating with relevant stakeholders to resolve issues.
- Liaising with External Bodies: Interacting with external auditors, regulators and other relevant bodies on compliance-related matters.
- Maintaining Records: Keeping accurate records of all compliance activities, including audits, investigations and training sessions.
- Staying Updated: Staying abreast of changes in laws, regulations and industry standards that may impact the organization.
- Promoting a Compliance Culture: Fostering a culture of ethical conduct and compliance throughout the organization.
- Work with departments and branches on compliance matters to ensure business growth is balanced and calculated with compliance and control mechanisms.
- Ensure proper functions of day-to-day control, periodic monitoring activities, timely identification and reporting of significant compliance breaches that may result to losses, penalties or sanctions to TCB and ensure effectiveness compliance actions.
- Document and implement controls to ensure compliance with Bank of Tanzania regulations and internal required standards as per approved TCB strategic plan, budget and other guiding policies, manuals and Circulars issued from time to time.
- Provide assurance on policy implementation and quality of controls as part of second line of defence.
- Work as a team to drive and support the identification and management of compliance matters on daily basis and a source of reference within the bank in

facilitating and promoting the understanding of compliance requirement and issues.

- Ensure that policies are implemented effectively within the bank; new regulations are properly communicated, and provide quality assurance in the design of control measures and monitoring plans. Coordinate, analyze and compliance breaches and losses including reporting to TCB Executive Committee (EXCO).
- Design and implement control measures and monitoring plans for compliance adherence. Ensure that controls are effective for easy and effective compliance matters.
- Ensure adherence to the compliance management framework in identifying, controlling, monitoring and reporting of compliance matters.
- Ensure sufficient actions are undertaken by Departments and Branches to comply with all key regulations, compliance and internal standards that will assist the bank avoid undue penalties, sanctions and fines from different regulators.
- Ensure sufficient actions are undertaken to mitigate, reduce or contain the identified compliance deviations. Undertake and/ or coordinate periodic monitoring (self- assessment) activities to all areas of operations, escalating issues to Director of Risk Management and Compliance as where and deemed necessary.
- Ensure the compliance associated with new and changed products, services and business strategy are sufficiently assessed and mitigated.
- Assist the Head of Department and Branch Managers in preparing compliance profile and other relevant reports for the Executive Committee and Board of Directors and ensure accuracy and completeness of reports before submission and presentation.
- Lead and coordinate efforts to enhance the general compliance culture within the bank. This includes communication, training and other initiatives to change mindset and behaviour of staff.
- Ensure appropriate internal controls and procedures for money laundering, KYC and prevention of frauds are in place and functioning as intended. This includes vigorous follow-ups on any possible deviation related to compliance matters.
- Identify gaps and conduct staff training on compliance matters to all TCB staff.
- Review quality of controls, including validation of key Risk Indicators (KRIs) as part of the second line of defense.
- Develop, update and Manage Risk Register that encompasses Compliance Dash Board of the Bank.
- Ensure compliance with Money Laundering, Counterfeiting, Financing of Terrorism and related activities and the bank's overall code of conduct.
- Ensure review of transactions monitoring alerts at all times to unusual or possibly suspicious customer activity.
- Ensure effective participation to Bank's new products development (PDP) to ensure that all new products offered by the bank comply to all governing laws, regulations, guidelines, policies etc.
- Ensure all regulatory requirements in terms of publications, displays and functioning of all security tools are implemented across branch network and entire bank.
- Monitor compliance with internal policies, procedures, guidelines, and regulatory requirements by performing regular and comprehensive compliance risk

assessment and testing; ensuring that the compliance risks are appropriate identified, assessed, and mitigated.

- Track compliance issues arising from metrics, assurance activities, audit reviews and regulatory inspections, proving validation of issues where necessary.
- In the event of serious regulatory breaches or where risk tolerance have been breached, ensure senior management are informed and comprehensive compliance risk assessments and testing; ensuring that the compliance risks are appropriately identified, assessed, and mitigated.
- Any other duties as assigned by superior.

QUALIFICATIONS, SKILLS & EXPERIENCE

Holder of Master degree in one of the following fields; Banking, Economics, Commerce, Business Administration majoring in Accounting or Finance, Risk Management, Agricultural, Insurance, Marketing, Statistics or Banking from any recognized university or equivalent qualifications from any recognized institution with working experience of at least sixteen (16) years in related field.

- Should be a computer literate with excellent command of excel and Word Processing.
- Added skills and Certification in Compliance Management.
- Sound Knowledge of banking Acts, regulations, Circulars and best practices.
- Sound knowledge of other Acts, Laws, Regulations, Circulars etc from different stakeholders that contributes towards effective compliance management.
- Leadership and people management skills.
- Strong technical skills in compliance matters, identification, monitoring and reporting.
- Prioritize tasks and organization.
- Can work independently with minimal supervision.
- Adherence to the regulations and company policies and regulatory knowledge.
- Team Player and ethical.
- Problem solving and analytical skills.
- Good communication and interpersonal skills.

PERSONAL ATTRIBUTES AND BEHAVIOURAL COMPETENCIES

- Ability to demonstrate Tanzania Commercial Bank core values:
- Ability to priorities work and to meet deadlines.
- Ability to implement projects / programmers according to set objectives & timelines, across a wide business platform.
- Has sound judgment, common sense and good humor.
- Strong leadership and people management skills.
- Very strong business acumen, with ability to grow business.
- Ability to build effective relationships with all stakeholders
- Self-drive with a results-oriented mindset
- Effective data analysis
- Efficient and quality audit report

The position will attract competitive salary packages and benefits. Applicants are invited to submit their resume via the following link:- <https://www.tcbbank.co.tz/careers> **applications via other methods will not be considered. Applicants need to fill their personal information, academic certificates, work experiences, and application letter. Other credentials will be submitted during the interview for authentic check and administrative measures.**

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MANAGER COMPLIANCE I-2 POSITIONS

ABOUT US:

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Position:	Manager Compliance I
Rank	Senior Compliance Officer I
Department:	Risk Management and Compliance
Section:	Compliance
Salary Scale	COBS 7 (at officer level I)
Reports to:	Senior Manager Compliance I (PCO)
Location:	Dar es Salaam

POSITION OBJECTIVE

Part of the compliance division with the Risk Management and compliance Directorate that will be involved with tracking all compliance areas and prepare the required reports in order to keep management informed through appropriate meetings and reports. Will be required to review compliance charter, policy, guidelines and manuals to guide risk owners risk and compliance management as well as develop contribute towards establishment of overall TCB Risk Register.

KEY RESPONSIBILITIES

- i. Assist the Principal Compliance officer and Chief Manager Compliance in directing and overseeing the day-to-day management of compliance adherences, tracking and monitoring for the whole bank on end-to-end basis including driving and directing compliance in each area the bank is required to comply.
- ii. Implement controls within the bank to meet regulatory and internal requirements. In addition, drive and implement an effective compliance management framework, and promote a strong compliance culture across banks Directorates, Departments and Branches.
- iii. Work with departments and branches on compliance matters to ensure business growth is balanced and calculated with compliance and control mechanisms.
- iv. Ensure proper functioning of day-to-day controls, periodic monitoring activities, timely identification and reporting of significant compliance breaches that may result to losses, penalties or sanctions to TCB and ensure effectiveness compliance mitigation actions.

- v. Document and implement controls to ensure compliance with Bank of Tanzania regulations and internal required standards as per approved TCB Strategic Plan, budget and other guiding policies, manuals and Circulars issued from time to time.
- vi. Provide assurance on policy implementation and quality of controls as part of second line of defense.
- vii. Work as a team to drive and support the identification and management of compliance matters on a daily basis and a source of reference within the bank in facilitating and promoting the understanding of compliance requirements and issues.
- viii. Ensure that policies are implemented effectively within the bank; new regulations are properly communicated, and provide quality assurance in the design of the control measures and monitoring plans.
- ix. Ensure adherence to the compliance management framework in identifying, controlling, monitoring and reporting of compliance matters.
- x. Ensure sufficient actions are undertaken to mitigate, reduce or contain the identified compliance deviations. Undertake and / or coordinate periodic monitoring (self-assessment) activities to all areas of operations, escalating issues to Director of Risk Management & Compliance as where and when deemed necessary.
- xi. Ensure sufficient actions are undertaken by Departments and branches to comply with all key regulations, compliance and internal standards that will assist the bank avoid undue penalties, sanctions and fines from different regulators.
- xii. Ensure the compliances associated with new and changed products, services and business strategy are sufficiently assessed and mitigated.
- xiii. Ensure appropriate internal controls and procedures for money laundering, KYC and prevention of frauds are functioning as intended. This includes vigorous follow-ups on any possible deviations related to compliance matters.
- xiv. Identify gaps and conduct staff training on Compliance matters to all TCB staff.
- xv. Review quality of controls, including validation of Key Risk Indicators (KRIs) as part of the second line of defense.
- xvi. Manage Risk Register that encompasses Compliance Dash Board of the Bank.
- xvii. Ensure compliance with Money Laundering, Counterfeiting, Financing of Terrorism and related activities and the banks overall Code of Conduct.
- xviii. Ensure issuance of alerts at all times to unusual or possibly suspicious customer activity, and report promptly any such activity to MLRO as well as Financial Intelligence Unit (FIU).
- xix. Ensure effective participation to Bank's new products development (PDP) to ensure that all new products offered by the bank comply to all governing laws, regulations, guidelines, policies etc.
- xx. Ensure all regulatory requirements in terms of publications, displays and functioning of all security tools are implemented across branch network and entire bank.
- xxi. Monitor compliance with internal policies, procedures, guidelines and regulatory requirements by performing regular and comprehensive compliance risk assessments and testing; ensuring that the compliance risks are appropriately identified, assessed, and mitigated.
- xxii. Track compliance issues arising from metrics, assurance activities, audit reviews and regulatory inspections, proving validation of issues where necessary.
- xxiii. Monitor compliance with internal policies, procedures, guidelines and regulatory requirements by performing regular and comprehensive compliance risk assessments

and testing; ensuring that the compliance risks are appropriately identified, assessed, and mitigated.

- xxiv. Weekly submission of the GOAML transaction reports to FIU via GOAML portal System
- xxv. Reporting of STR's to FIU via the GOAML portal and MLRO
- xxvi. Monitoring of Transactions
- xxvii. Any other duties as assigned by superior, Chief Manager Compliance

QUALIFICATIONS, SKILLS & EXPERIENCE

Holder of Bachelor Degree in Banking and Finance, Banking, Accounting, Insurance, Risk Management, Economics, Agricultural Economics, Marketing, Commerce/Business Administration majoring in Marketing or Entrepreneurship or Accountancy or Finance or Equivalent qualifications from recognized institutions with working experience of at least ten (10) years.

- Should be computer literate with excellent command of Excel and Word Processing.
- Added skills and Certifications in Compliance Management.
- Sound knowledge of banking Acts, regulations Circulars and best practices.
- Sound knowledge of other Acts, Laws, Regulations, Circulars etc from different stakeholders that contributes towards effective compliance management.
- Strong communication skills.
- Strong technical skills in compliance matters.
- Prioritize tasks and organization.
- Can work independently with minimal supervision.
- Adherence to the regulations and company policies.
- Team player.
- Good interpersonal skills.

PERSONAL ATTRIBUTES AND BEHAVIOURAL COMPETENCIES

- Ability to demonstrate Tanzania Commercial Bank core values: - Customer Focus, trustworthy, Creativity, Teamwork and Excellence
- Ability to priorities work and to meet deadlines.
- Ability to work quickly, accurately and consistently when under pressure.
- A methodical and well-organized approach to work.
- Mature and able to work in a confidential environment.

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DEADLINE OF THE APPLICATION IS 17TH AUGUST, 2025.

ICT OFFICER II -1 POSITION

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Position:	ICT Officer II (Information Security)
Department:	Directorate of Operations
Section:	ICT Cybersecurity and BCP
Salary Scale	COBSS 5 (at Officer Level II)
Reports to:	Principal ICT Officer-ICT Security and BCP
Location:	Head Office

POSITION OBJECTIVE

- To assist Principal ICT Cybersecurity & BCP Officer and Chief Operating Officer to drive information technology security strategy.
- To executive information security incidence response plan and procedures to protect the bank digital assets and being able to recover should the incident occur.
- To ensure Confidentiality, Integrity and Availability of the Information systems.

KEY RESPONSIBILITIES

- i. Monitoring and analysing of events and alerts from Security Operating Center (SOC) to detect anomalies such as potential breaches and attacks.
- ii. Investigating incidents and actively work with computer emergence response team in incident response, triage and analysis.
- iii. Identifying, propose, implementing and operating information security and solutions and procedures.
- iv. Help in maintaining the integrity and security of enterprise-wide systems and networks
- v. Ensuring compliance with information security policies, standards, and guidelines.
- vi. Provide situational awareness support to ensure protection, detection response and sustenance of the organization security posture.

- vii. As part of the team, support security initiatives through predictive and reactive analysis and articulating emerging trends to the bank.
- viii. Developing, implementing and maintaining security reports.
- ix. Guide the DevOps Team to remediate Vulnerabilities identified in the systems.
- x. Conduct Malware analysis, and reverse engineering using the available tools and sand-boxing environment.
- xi. Prepare and submit information security regulatory reports.
- xii. Perform any other related information security duties assigned from time to time.

QUALIFICATIONS, SKILLS & EXPERIENCE

Bachelor's degree/ Advance Diploma in Information Technology, Computer science, Cybersecurity, Information Technology, Computer Engineering or any other related discipline from recognized University.

- Ability to work in a fast-paced environment.
- Problem-solving and decision-making skills.
- Good communication and sound interpersonal skills.
- Exceptional verbal and written skills.
- Ability to prioritize tasks and to work independently or in a group as needed.
- Fundamental knowledge and understanding of TCP/IP, routing, firewall and switching.
- Knowledge of or experience with security Operating Center (SOC) tools and technologies.
- Working knowledge of the Linux, UNIX, and Windows operating systems.
- Knowledge in containerization technologies such as Docker and Kubernetes.
- Experience working on a cyber-security incident response team.
- Working knowledge of various web servers and web technologies and application-layer.
- Knowledge of scripting languages and Python programming Language is a bonus.
- Knowledge of Relational Database Management Systems such as Oracle, MSSQL, MySQL, and SQL Language.
- Working Knowledge of public key infrastructure and encryption systems.
- High levels of integrity in the conduct of personal and professional affairs.
- Professionals Certification such as CISSP, CEH, ECIH CompTIA Security+ Security is an added advantage.

PERSONAL ATTRIBUTES AND BEHAVIOURAL COMPETENCIES

- Ability to demonstrate Tanzania Commercial Bank core values: - Customer Focus, trustworthy, Creativity, Teamwork and Excellence
- Ability to priorities work and to meet deadlines.
- Ability to work quickly, accurately and consistently when under pressure.

- A methodical and well-organized approach to work.
- Mature and able to work in a confidential environment.
- Has sound judgment, common sense and good humor

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ADMINISTRATION OFFICER II-1 POSITION

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Position:	Administration Officer II
Department:	Operations
Section:	Administration
Salary Scale	COBSS 4 (at Officer level II)
Reports to:	Chief Manager Administration
Location:	Dar es Salaam

POSITION OBJECTIVE

The Administration Officer is responsible for supporting the efficient management of the efficient management of the organization's Administrative operations. The role involves lease administration, asset and utilities management, health and safety compliance, and the preparation of reports to support operational decisions, including cost optimization initiatives.

KEY RESPONSIBILITIES

1. Lease Management

- Maintaining up-to-date lease agreements and monitor critical dates (renewals, expiries, payments).
- Coordinate lease negotiations, renewals, and terminations with lands and internal stakeholders
- Ensure timely rent and services charge payments and compliance with lease teams.
- Conduct periodic property inspections and maintain proper lease documentation.

2. Assets Management

- Maintain an accurate and updated assets register.

- Coordinate the acquisition, movement, and disposal of assets in liaison with procurement.
- Monitor assets condition and coordinate maintenance or replacement as necessary.
- Participate in periodic assets verification exercise.

3. Utilities Management

- Oversee the management and payment of utility services (electricity, water etc.)
- Monitor utility consumption trends and identify areas for efficiency improvement.
- Resolve service issues with utility providers and ensure continuous service delivery.

4. Health, Safety, and Environment (HSE)

- Implement and ensure compliance with OSHA, fire safety and sanitation standards.
- Coordinate periodic fire drills, first aid readiness, and OSHA training program.
- Supervise cleanness and hygiene across offices and branches and manage services providers.
- Maintain incidents, inspections and remedial actions.

5. Reporting and Cost Optimization

- Prepare regular administrative reports including lease status, assets inventory, utilities usage, and maintenance schedule.
- Generate cost analysis and optimization reports to support budgeting and efficiency efforts.
- Track administrative KPIs and propose actionable improvements.
- Provide insights on cost-saving opportunities across administrative functions.

QUALIFICATIONS, SKILLS & EXPERIENCE

- Holder of Bachelor's degree in Business Administration, Properties and Facilities Management, Land Management, and Valuation, Real Estate, Public Administration, Human Resource Management, Industrial Relations, Human Resource Planning, Political Science, Commerce or Business Administration majoring in Human Resource Management or equivalent qualifications from a recognized institution.
- Strong knowledge of lease administration, OSHA requirements, and cost analysis.
- Proficiency in Microsoft Excel and Office.
- Excellent reporting, analytical and organizational skills.

Key Competencies:

- Strong analytical and problem-solving abilities.
- High attention to detail and accuracy.
- Ability to manage multiple tasks and deadlines.
- Effective communication and interpersonal skills.

- Integrity, professionalism, and proactive attitude.

PERSONAL ATTRIBUTES AND BEHAVIOURAL COMPETENCIES

- Ability to demonstrate Tanzania Commercial Bank core values: - Customer Focus, trustworthy, Creativity, Teamwork and Excellence
- Ability to priorities work and to meet deadlines.
- Ability to work quickly, accurately and consistently when under pressure.
- A methodical and well-organized approach to work.
- Mature and able to work in a confidential environment.
- Has sound judgment, common sense and good humor

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