Director of Compliance

remote type:	Hybrid
locations:	Absa House - ABT
time type:	Full time
End Date:	11 November 2025
job requisition id:	R-15980813

Empowering Africa's tomorrow, together…one story at a time.

With over 100 years of rich history and strongly positioned as a local bank with regional and international expertise, a career with our family offers the opportunity to be part of this exciting growth journey, to reset our future and shape our destiny as a proudly African group.

My Career Development Portal: Wherever you are in your career, we are here for you. Design your future. Discover leading-edge guidance, tools and support to unlock your potential. You are Absa. You are possibility.

Job Summary

♣ The scope of the role referred to as Compliance covers Compliance and AML/ KYC.

♣ To lead the Country Compliance function providing strategic direction and focus.

♣ Responsible for the implementation and maintenance of a "fit-for-purpose" operational framework managed to address all elements which fall under the scope of Compliance.

♣ To support business in the effective management of Compliance / AML risks.

♣ To ensure that Compliance Control resources are sufficient at all times, and capable to deliver on all key elements.

♣ To assist in the effective management of key Country Regulatory relationships.

♣ To ensure that appropriate policies and procedures are in place and embedded to meet Group and local regulatory requirements.

♣ To support due diligence investigations of potential acquisitions.

♣ To ensure that the business has an effective program for raising awareness of relevant issues relating to anti-money laundering, sanctions, and relevant training program to support this.

♣ To Obtain, review, analyse and report on information related to AB&C.

Job Description

Main accountabilities and approximate time split

Team Leadership 25%

§ Establish a highly motivated Compliance Team.

§ Set challenging and stretching objectives and ensure effective performance management, development and succession planning.

§ Inspire and drive high performance in individuals and in the team.

§ Act as a role model and drive proactive application of Absa Values and Behaviors throughout the team including establishment of common goals and objectives.

§ Ensure that 75% of leadership team is made up of A players.

§ Equip team leaders to deliver a high performance culture.

Compliance & Financial Crime operating framework 40%

§ Establish and implement a consistent operating framework for the identification, management, monitoring and reporting of country Compliance risks and issues.

§ Responsible for ensuring that the operating framework is embedded consistently in country to meet internal and statuary requirements.

§ Establish close working relationships with business other business heads to ensure support for Compliance framework.

Policies and procedures 10 %

§ Responsible for developing and roll-out of Compliance policies and standards.

Advice, guidance & reporting 25%

§ Deliver valued advice and guidance to management on all Compliance issues.

§ Deliver an appropriate review mechanism to assess reputational risk before it is assumed.

§ Keep the local Management Team and ARO Head Compliance and other Executives informed on Compliance matters which may pose financial or reputational risks for the business.

Risk and Controls Objectives

§ Manage risk and control effectively by applying applicable risk frameworks and embedding a positive risk culture

§ Understanding of own role in the end to end processes in which you play a part, including applicable risks and controls.

§ Adhere to Absa's policies and procedures applicable to own role, demonstrating sound judgement and responsible risk management.

§ Report all risk events / incidents / issues using the defined process for your business area and help to understand why these happened and how to prevent them in future. Proactively look for ways to improve the control environment by considering what could go wrong in the processes you operate and how errors could be prevented.

§ Continuous and proactive engagement with regulatory bodies, unions where applicable.
§ All mandatory training completed to deadline.

Technical skills / Competencies

§ Strong leadership skills with a proven track record of success in leading a high performance team.
§ Intellectual and analytical skills of a high order. He/she is likely to be a graduate and / or have a professional qualification.
§ Regulatory experience gained in a retail financial and commercial banking environment and/or law enforcement/prosecution environment.
§ Good understanding of current and anticipated requirements in Tanzania and the respective supervisory expectations.
§ Good understanding of global standards of best practice and shared objectives in the role of the financial system in tackling money laundering, terrorist financing, proceeds of crime and other financial crime.
§ The strength of character, credibility and personal presence and the communication skills to operate confidently and effectively at the most senior levels both internally and externally.
§ The flexibility to appreciate the commercial objectives of the business, coupled with an ability to challenge, independently and constructively, senior management, peers or other staff where appropriate, to insist upon adherence to the highest standards of business practice and ethical behaviour and to the requirements of relevant authorities. Tact and sensitivity as well as strength and authority are important.
§ Ability to use initiative and work with minimum supervision but ensuring, at the same time, that the line reports are kept fully informed at all times.
§ Ability to consider issues from a range of angles and propose creative solutions that assist the business in achieving its goals in a safe, compliant and controlled manner.
§ Ability to communicate effectively, orally and in writing, with senior internal and external audiences – to educate, persuade, negotiate, gain decisions, enforce.
§ Ability to influence Senior Management.
§ Ability to make a real contribution in a rapidly changing environment and thrive on change and the need to learn rapidly.

Knowledge, Expertise & Experience

§ Good knowledge of regulatory requirements and expectations. Sound appreciation of the international agendas and objectives of international regulators, particularly FSA. Sound Operational Risk management experience.
§ Minimum of 10 years' experience in Compliance Operational Risk preferably including a combination of banking, regulatory, consultancy/professional.
§ Graduate with Professional qualification and experience (Accountancy and /or Legal).

Skills required undertaking the role

§ Outstanding relationship and interpersonal skills

§ Strong negotiation skills

§ Strong Presentation Skills

§ Strong Relationship Skills

§ Credit Risk Skills

§ Strong Leadership and Team skills

§ Strong Communications skills

Training likely to assist effectiveness in the role, and which may have been completed prior to undertaking this role

§ Internal and external senior risk assessment and management

§ Influencing and Negotiating

§ People Management/Coaching

§ Performance Management

Absa Values

Absa's Values and Behaviours represent the set of standards which governs the actions of all of us who work for the bank and against which the performance of every one of us in Absa are being assessed and rewarded:

§ Trust

§ Resourceful

§ Stewardship

§ Inclusive

· Courage

Education

Bachelor`s Degrees and Advanced Diplomas: Business, Commerce and Management Studies (Required)

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