

|                    |                          |                    |                                       |
|--------------------|--------------------------|--------------------|---------------------------------------|
| <b>Job Title:</b>  | Senior Manager, Strategy | <b>Reports to:</b> | Director of Strategy & Chief of Staff |
| <b>Unit:</b>       | Executive Office         | <b>Division</b>    | Corporate Strategy                    |
| <b>Grade:</b>      | Band 6                   | <b>Date:</b>       |                                       |
| <b>Job holder:</b> |                          | <b>Supervisor:</b> |                                       |
| <b>Signature:</b>  |                          | <b>Signature:</b>  |                                       |

#### Job Purpose Statement

The Senior Manager, Strategy is responsible for the delivery of a strategic projects and internal consulting engagements. This leader will leverage their experience in management consulting to deliver some of the most challenging NCBA Group enterprise programs.

No two days on the Strategy team are the same. You'll collaborate with teammates and business stakeholders on major projects that produce meaningful insights and actionable recommendations for NCBA Group – from broad, enterprise-wide endeavours to narrower, more business-specific opportunities.

This role reports to the Director of Strategy & Chief of Staff.

#### Key Result Areas

| <b>Perspective</b> | <b>% Weighting<br/>(to add up to 100%)</b> | <b>Output</b>   |
|--------------------|--|---|
| <b>Analytics</b>   | 40%  | <ul style="list-style-type: none"> <li>Identifying gaps and providing practical solutions to business issues through engagement with relevant stakeholders, reviewing business processes, reviewing research material and other relevant information sources</li> <li>Structure and solve business problems, collaborating and coordinating with a range of internal stakeholders to make recommendations on a wide range of business issues</li> <li>Develop rigorous, fact based, quantitative analysis to support recommendations. Ensure strategic and financial soundness and alignment for recommendations</li> <li>Monitor the evolution of the Banking industry, competitive landscape, new technology developments and regulatory environment</li> <li>Work with the Corporate Development team to shape and inform our approach to M&amp;A and</li> </ul> |

|                           |     |   |
|---------------------------|-----|---|
|                           |     | <p>strategic partnerships to execute the corporate strategy</p> <ul style="list-style-type: none"> <li>• Developing appropriate portfolio metrics and reporting to track performance across programs and engagements.</li> <li>• Communicate recommendations to senior management in a clear, concise and impactful way</li> </ul>  |
| <b>Project Management</b> | 40% | <ul style="list-style-type: none"> <li>• Deliver projects or major project workstreams related to NCBA's corporate strategy or corporate initiatives – from shaping to successful implementation</li> <li>• Converting existing project/product issues into solutions, implementing the necessary changes, and leading projects/programs from beginning to end</li> <li>• Preparing reports and recommendations for senior management, to update on the status of their respective projects /programs</li> </ul>  |
| <b>Collaboration</b>      | 20% | <ul style="list-style-type: none"> <li>• Work closely with functional, regional and HQ management teams on strategic projects, bringing timely and useful insight and analytical support</li> <li>• Assisting different departments in advancing their key projects promptly and efficiently</li> <li>• Imparting knowledge on consumer needs to the product development teams with a view to influence product strategies</li> <li>• Working with top management across the business to drive organizational change and commercial excellence</li> </ul> |

### Job Dimensions

| <b>Reporting Relationships: jobs that report to this position directly and indirectly</b> |     |
|---|-----|
| Direct Reports  | 0   |
| Indirect Reports  | 10+ |

| <b>Stakeholder Management: key stakeholders that the position holder will need to liaise/work with to be successful in this role.</b>          |   |
|--|---|
| <p>Internal</p> <ul style="list-style-type: none"> <li>• GMD</li> <li>• EXCOM</li> <li>• Business Heads</li> <li>• General Managers</li> </ul> | <p>External</p> <ul style="list-style-type: none"> <li>• Bank Customers</li> <li>• Professional Associations</li> <li>• Research Agency</li> <li>• Relevant Stakeholders</li> </ul> |

**Decision Making Authority /Mandates/Constraints: the decisions the position holder is empowered to make** *(Indicate if it is Operational, Managerial or Strategic)*

Managerial

**Work cycle and impact: time horizon and nature of impact (Planning)**

*(e.g. Less than 1 week, 2 weeks, 2 weeks – 1 month, 1 month – 3 months, 3-6 months, 6-12 months, above 1 year)*

Strategic Planning: 3 - 6 months

### **Ideal Job Specifications**

Academic:

- Master's degree preferred; will consider equivalent work experience

Desired work experience:

- Minimum of 6 years combined experience in a combination of the following areas:
  - Excellent strategy development skills, with mid-level experience in a leading strategy consultancy or in a strategy role for a corporate preferred

### **NCBA Values**

- Driven - We are passionate, make bold decisions and learn from our failures. We seek new challenges and appreciate different views constantly raising the bar. We explore our full potential.
- Open - Our interactions are candid, honest and transparent. We listen to each other and our clients. We are inclusive and always respect each other.
- Responsive - We are proactive, act quickly and resolutely to deliver results. We put our customer's interests at the heart of all that we do. We keep it simple and seek new ways to improve.
- Trusted - As a trusted partner we do what is morally, right always. We keep our word. We are accountable and believe in each other.

### **Technical Competencies**

- Superior analytical and problem solving skills, with demonstrated intellectual and analytical rigor, attention to detail and ability to carry out sophisticated financial modelling
- Strong analytical skills and previous experience of analysing business and financial impacts of proposed initiatives and recommending the appropriate action
- Ability to develop action plans and successfully oversee the management of large cross-functional teams through implementation
- Track record of delivering strategic initiatives
- Experience in and/or exposure to the Banking industry preferred

| Behavioural Competencies  |
|---|
| <ul style="list-style-type: none"><li>• Exceptional interpersonal, problem solving, team-building and communication skills (including presentation skills - MS PowerPoint)</li><li>• Excellent client service focus, with confidence in working with decision-makers across all levels</li><li>• A high degree of personal initiative, high level of commitment and an ability to work under time pressure</li><li>• Personal presence and ability to clearly communicate compelling messages to senior executives and external business partners</li></ul> |



*This JD is signed-off with reference having been made to the organisation's core values and aligned competencies against these values.*