

RE- ADVERTISEMENT- ICT OFFICER II - 1 POSITION**ABOUT US:**

Tanzania Commercial Bank is a Bank that provides competitive financial services to our customers and creates value for our stakeholders through innovative products with a vision “to be the leading bank in Tanzania in the provision of affordable, accessible and convenient financial services”. As part of organizational development and management of its human capital in an effective way, Tanzania Commercial Bank commits itself towards attaining, retaining and developing the highly capable and qualified workforce for Tanzania Commercial Bank betterment and the Nation at large.

Position:	ICT Officer II (Business Solution web)
Department:	Directorate of Operations
Section:	Business Solution & Support
Salary Scale	COBSS 5 (at Officer Level II)
Reports to:	Chief Manager Business Solution & Support
Location:	Dar es Salaam

POSITION OBJECTIVE

The bank need a mobile app developer to create and maintain mobile applications for Android, iOS, and Windows devices for the bank. The responsibilities include researching UI and UX trends, updating current applications, and working with colleagues to brainstorm innovative ideas for new applications.

The ideal candidate is the one able to combine your knowledge of UI and UX with insight into the latest technology in mobile applications for the bank.

KEY RESPONSIBILITIES**Mobile APP Responsibilities:**

- i. Design and develop banks mobile applications
- ii. Monitor the entire application development lifecycle (design, test, support, and release) and optimize features as per specifications
- iii. Make and prepare releases of dynamic application components
- iv. Create cross-platform applications for Android, iOS, Windows, etc.
- v. Work on software analysis, troubleshooting, and debugging
- vi. Build interfaces to improve UX
- vii. Integrate the mobile applications
- viii. Designing and developing APIs.

Web Developer Responsibilities:

- ix. Developing front end website architecture.
- x. Designing user interactions on web pages.
- xi. Developing back-end website applications.
- xii. Creating servers and databases for functionality.
- xiii. Ensuring cross-platform optimization for mobile phones.
- xiv. Ensuring responsiveness of applications.
- xv. Working alongside graphic designers for web design features.
- xvi. Seeing through a project from conception to finished product.
- xvii. Designing and developing APIs.
- xviii. Meeting both technical and consumer needs.
- xix. Staying abreast of developments in web applications and programming languages.

QUALIFICATIONS, SKILLS & EXPERIENCE

Bachelor's Degree in fields like Computer Science, Information Technology, BSC Electronics, and Telecommunication Science or Engineering, Data Science or IT related fields. experience in Banking Industry, Technology Industrial or Financial Institutions.

- Proficient knowledge of relevant computer languages for Android, iOS, and Windows devices.
- A portfolio of applications you have created or contributed to.
- Ability to multitask.
- Excellent interpersonal skills.
- Strong organizational and project management skills.
- Proficiency with fundamental front-end languages such as HTML, CSS, and JavaScript.
- Familiarity with JavaScript frameworks such as Angular JS, React, and Amber.
- Proficiency with server-side languages such as Python, Ruby, Java Familiarity with database technology such as MySQL, Oracle, and MsSQL.
- Excellent verbal communication skills.
- Good problem-solving skills.
- Attention to detail.
- Number of Initiatives powered by ML
- Timely delivery of the Big data and ML plans as specified on the roadmap
- Revenue uplift and customer conversion rates
- Quality of support and stakeholder alignment

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

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 11th December, 2025.

#Mission100by100

SENIOR MANAGER TRADE FINANCE -1 POSITION**ABOUT US:**

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Position:	Senior Manager Trade Finance
Rank	Principal Relationship Officer II
Department:	Corporate Banking
Salary Scale	COBSS 8 (at Principal level II)
Reports to:	Chief Manager Trade Finance
Location:	Dar es Salaam

POSITION OBJECTIVE

The position holder will be responsible for driving the creation of trade finance solutions to clients including Government, Corporate, Institutions, and other business segments in the areas of trade-structured solutions.

KEY RESPONSIBILITIES

- Responsible for the primary objective of enhancing and promoting Trade Finance business volumes and revenues of portfolio assigned.
- To achieve the targeted goals (Trade Finance Funded & Non-Fund) as per budgeted growth for Volume, Revenues.
- Enhance Utilization against limits of every client relationship.
- Coordinate with Business Lines/Relationship Managers on the development of Trade Finance business and generating new business from portfolio.
- Utilize Trade Finance products and structured solutions as tool for enhancing overall yield from every client relationship under management.
- Enhance client awareness and experience by conducting regular calls to clients from the perspective of Trade Finance.

- Conduct joint calls with Relationship managers to ensure joint sales goals are met, new revenue opportunities are identified and needs of client is assessed earlier than the competition.
- Obtain customer and market feedback on products and competition.
- Enhance client awareness and experience by arranging Trade Finance Seminars/Training
- Solution provider, working closely with other related departments for effective coordination and communication thus assuring smooth business activities for clients and help in improving Turn-around-Time of trade finance transactions.
- Introduce new Trade Finance Products and solutions to clients.
- Cross selling other products and refer new business opportunities to other business lines.
- Provide feedback to management for future action and improvements of Trade Finance service and product requirements in relation to market needs.
- Recruit and manage portfolio of Financial Institution that facilitate trade transactions.

QUALIFICATIONS, SKILLS & EXPERIENCE

Holder of Master's Degree in one of the following fields; Business Administration, Finance, Accountancy, Banking, Economics Entrepreneurship or equivalent qualifications from a recognized institution with at least Thirteen (13) years working experience in Banking Industry or Financial Institution.

- Good knowledge in Trade Finance and liaison operations to Government.
- High level of integrity.
- Excellent communication and report writing skills.
- Ability to work under pressure and minimal supervision.
- Personable and able to relate to people at all levels.

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DEADLINE OF THE APPLICATION IS 11TH DECEMBER, 2025

SENIOR MANAGER AGENCY BANKING -1 POSITION**ABOUT US:**

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Position:	Senior Manager Agency Banking
Rank	Principal Relationship Officer I
Department:	Digital & Innovation
Salary Scale	COBSS 9 (at Principal level I)
Reports to:	Chief Manager Digital & Innovations
Location:	Dar es Salaam

POSITION OBJECTIVE

To lead the strategic growth, operational performance, and innovation of TCB's Agency Banking business, ensuring increased financial inclusion, revenue growth, and customer reach through an efficient, secure, and scalable agent network. The role is responsible for driving agent acquisition, channel optimization, service quality, and partnerships that enhance the value proposition of the Agency-banking ecosystem.

KEY RESPONSIBILITIES**1. Strategy & Business Growth**

- Develop and implement the Agency Banking strategy aligned with TCB's retail and digital transformation goals.
- Identify growth opportunities, new business models, and partnerships to expand the agency footprint.
- Drive initiatives that enhance customer acquisition, deposits mobilization, and transaction volumes.

2. Channel Management & Optimization

- Oversee agent recruitment, activation, and performance management across regions.
- Implement efficient liquidity management frameworks to ensure agent uptime.
- Monitor and improve agent profitability, service quality, and compliance standards.

3. Partnership & Ecosystem Development

- Collaborate with fintechs, payment service providers, and aggregators to enhance service delivery.
- Embed value-added services (VAS) such as bill payments, micro-insurance, and group lending into the channel.
- Work closely with regulatory bodies to ensure full compliance and adherence to financial inclusion mandates.

4. Operational Excellence & Risk Management

- Strengthen processes, controls, and agent monitoring systems to mitigate operational & fraud risks.
- Oversee end-to-end customer experience and ensure prompt resolution of agent or customer issues.
- Manage channel budgets, cost optimization, and performance analytics for continuous improvement

5. Leadership & People Management

- Lead, coach, and develop the Agency Banking team to deliver on business objectives.
- Foster a performance-driven and innovative culture aligned with TCB's strategic values.

QUALIFICATIONS, SKILLS & EXPERIENCE

Holder of Master Degree in one of the following fields; Banking, Economics, Commerce or Business Administration, Accountancy or Finance, Entrepreneurship, Marketing, Statistics, Mathematics, computer science and Information Technology, computer Engineering or Equivalent qualifications from recognized institutions with at least sixteen (16) years of experience:

- Experience in Retail or Digital Banking, with at least 3 years in Agency Banking or channel Management.
- Strong understanding of financial inclusion, agent network operations, and digital distribution models
- Proven experience in stakeholder management, strategic partnerships, and business development.
- Analytical mindset with ability to interpret data and drive actionable insights.

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