



## GENERAL:

**Job Title:** Business Performance Manager

**Department:** Finance

**Job Grade:** D2

**Reports to:** Head of Finance

**No. of Vacancies:** 1

## JOB PURPOSE:

To drive strong financial performance by partnering closely with the business to provide strategic insight, financial oversight, and decision support. The role ensures effective management of revenue, margins, capital, and funding through robust financial planning, analysis, and governance, including oversight of FTP models and revenue assurance. Acting as a trusted advisor, the Business Finance Manager supports business growth, optimizes profitability, and enables informed decision-making while maintaining financial discipline, transparency, and alignment with the organization's strategic objectives.

## MAIN DUTIES AND RESPONSIBILITIES:

### Job Summary

- Responsible for managing and strengthening the financial performance of the business
- Acts as a strategic partner and trusted advisor to business leaders
- Oversees financial planning, analysis, and decision support to drive sustainable growth
- Ensures effective revenue, margin, capital, and funding management

### Key Responsibilities

- Lead budgeting, forecasting, and long-term financial planning processes
- Drive financial performance management and profitability improvement
- Provide forward-looking financial insights to support business decisions
- Partner with business leaders to evaluate strategy, pricing, and growth initiatives
- Support capital allocation, funding planning, and balance sheet optimization

### Financial Analysis, Models & Oversight

- Oversee Funds Transfer Pricing (FTP) models to ensure accurate cost and revenue attribution
- Monitor and validate financial models impacting business profitability
- Perform scenario analysis to assess impact of market, funding, and pricing changes
- Support margin analysis and optimization initiatives across products and segments

### Revenue Assurance & Margin Optimization

- Ensure revenue accuracy, completeness, and sustainability across the business
- Identify revenue leakage, inefficiencies, and process gaps
- Drive margin optimization through pricing, cost management, and product mix analysis
- Track key performance indicators related to revenue and profitability

### Strategic Business Partnering

- Act as a finance advisor to business and functional leaders
- Provide financial guidance on new initiatives, investments, and product launches
- Challenge assumptions and support data-driven decision-making
- Translate financial outcomes into clear business recommendations

### **Capital & Funding Support**

- Support capital planning, funding strategies, and liquidity management
- Analyze capital efficiency and return on investment
- Partner with treasury and risk teams on funding and balance sheet initiatives
- Assess regulatory and economic impacts on capital and funding requirements

### **Reporting, Governance & Compliance**

- Prepare and review management reports, performance dashboards, and executive presentations
- Ensure strong financial controls, governance, and policy adherence
- Support internal and external audits as required

### **Leadership & Collaboration**

- Collaborate with cross-functional teams including Treasury, Risk, Operations, and Sales
- Mentor and develop finance team members
- Promote strong financial discipline and accountability across the business

### **Key Performance Indicators**

#### **Revenue Accuracy & Assurance**

- Measure accuracy and completeness of reported revenue, including identification and resolution of revenue leakage.

#### **Margin Optimization & Profitability Improvement**

- Track improvement in product, segment, or business unit margins driven by pricing, cost, and mix optimization initiatives.

#### **Forecast & Budget Accuracy**

- Measure variance between actual results and budgets/forecasts to assess planning quality and financial discipline.

#### **FTP Model Effectiveness**

- Assess accuracy, timeliness, and business alignment of FTP outputs, including stakeholder satisfaction and minimal post-close adjustments.

#### **Capital & Funding Efficiency**

- Monitor return on capital, capital utilization, and funding cost efficiency in support of business growth and balance sheet optimization.

### **QUALIFICATION, SKILLS AND KNOWLEDGE:**

#### **Core competencies:**

- Strong expertise in financial management, planning, and analysis
- Data analysis & interpretation
- Microsoft Excel (formulas, charts, pivot tables)
- Python (basic data analysis) – Added advantage
- SQL (writing simple queries) – Added advantage
- Data visualization (charts, dashboards, PowerPoint presentation)
- Knowledge of FTP frameworks, revenue assurance, and margin management
- Ability to influence and partner effectively with senior stakeholders
- Strong communication and business advisory capabilities



**Education:** Bachelor's degree in finance, Accounting, Actuarial Science, Economics, Computer Science or related field from a recognized university. Professional certifications (CPA, CFA, or equivalent) will be an added advantage

**Work Experience:** At least 5 years' experience in business finance, Data Analytics, or financial management roles.

If you believe you can clearly demonstrate your abilities to meet the criteria given above, please submit your job application cover letter along with a detailed resume, copies of the relevant certificates and testimonials in a single PDF file format, quoting the respective Job title or Ref no. in the subject field to **TZRecruitment@equitybank.co.tz** by **Sunday 18<sup>th</sup> January 2026**

**Only short-listed candidates will be contacted.**

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