EXCITING CAREER OPPORTUNITY

JOB TITLE: Risk and Compliance Officer

Selcom Microfinance Bank Tanzania is looking for a confident and self-motivated professional to join our dynamic Risk and Compliance team as a Risk and Compliance Officer. This is an excellent opportunity for ambitious individuals who aspire to grow within the Bank through the Risk and Compliance Department.

We offer:

- A rewarding career journey with room for growth
- Comprehensive training and mentorship programs
- A competitive remuneration packages
- If you have the skills, passion, and determination to excel in this role, we encourage you to apply and be part of our success story.

Duties & Responsibilities:

- Participate in identification, assessment/analysis of all risk types across the bank by participating in quarterly and annual risk assessment discussions with each department and assist the Senior Risk and Compliance Officer in managing those risks with focus on key risk indicators, business unit risk profile, and risk reporting.
- Implement Risk and Compliance unit plan based on business objectives and provide assurance on effectiveness of internal controls.

- Assist Risk and Compliance Senior Officers to evaluate risk and determine areas of highest exposure with intent to implement mitigating controls.
- Perform AML risk assessments as per bank's AML/KYC policy
- Conduct monitoring review of all key risk areas including but not limited to AML, KYC, Account opening, Dormant account reactivations, Agent Banking, Mobile Banking and outcome are communicated to Senior Risk and Compliance Officer.
- Conduct training to staff on AML/KYC regulatory requirements to build a risk-aware culture.
- Carry out all different review of assignments independently with minimum supervision in accordance with the Risk and Compliance procedures.
- Conduct counterparty risk assessment before on-boarding new counterparty and continue to monitor their performances
- Follow up on the closure of various issues raised in different bank reports, e.g. External audit/examination reports and internal audit reports.

Requirements and Baseline Skills

- Minimum of 2 years working in a bank in various department such as Risk and Compliance, audit or any other related field.
- Honest person with high integrity and independence who will observe professional ethics in executing his/her duties.
- At least Bachelor degree, ideally with a focus on Accounting, Business administration, Finance/Risk Management.
- Professional qualification like risk management, compliance, CAMS or CFE will be an added advantage.
- Ability to prioritize tasks according to their importance for SMFB's operations and strategic goals
- Ability and willingness to learn and improve continuously
- Substantial understanding of audit/risk management methodologies and regulatory requirements related to information security, privacy, and/or data security.

Skills, Knowledge, and Abilities

- Ability to manage multiple complex priorities and competing agendas without direct authority over delivery teams.
- Ability to interpret and apply policies and regulations across a large, complex business.

- Analytical aptitude with emphasis on investigative, methodical, critical questioning and logical thinking; data-driven decision making.
- High level of interpersonal skills to interact with leaders at multiple levels and facilitate team interactions.
- Methodical critical questioning and logical thinking; data-driven decision maker.

All motivated and interested candidates are invited to send their applications and updated CVs including updated certificates/certifications (if any) not later than **29th September 2026** send to **career@selcom.bank**

Motivation letters should include a summary of your achievements in your current position.

Selcom Microfinance Bank Tanzania is an equal opportunities employer.