



Direct Sales

Background

DCB Commercial Bank Plc is a fully-fledged retail and commercial bank in Tanzania. The bank offers banking services to Individuals, Microfinance, Small to Medium sized Businesses (MSME), as well as large corporate clients. DCB Bank has a wide branch network of over 8 branches, over 700 DCB Wakala Agents, and over 280 Umoja switch ATMs serving over 3 million customers across the country.

We invite suitably qualified candidates to fill the positions of **Direct Sales**. The successful candidates will be responsible for driving the sales objective of the bank through day-to-day customers acquisition, deepening existing customer relationships and maintain operational excellence with appropriate service standards.

Responsibilities:

- Acquiring new to bank customers including sales merchants by appointment, referral, solicitation or door to door service in the assigned territory.
- Registering customers to DCB Digital Platforms and educating them on how to use the bank's self-service channels.
- Ensuring all opened accounts meet the required KYC standards.
- Generating leads, identifying repeat businesses, upsell and cross-sell bank products and services to the customers.
- Participating in campaigns and events to sell bank products and services.
- Assisting branches in identifying viable marketing and pricing opportunities.

Qualifications and Experience

- Diploma or equivalent from a recognized institution.
- Previous experience in direct sales job of bank products and services is an added advantage.
- Ability to work outside office setting, with daily exposure to outside environment.
- Flexible to work within non-standard business hours.
- Integrity, good customer service, and communication skills.
- Computer literate

If you believe you are the right candidate for this position, kindly submit your application with a detailed CV, photocopies of academic certificate, and names of three referees with their contacts, quoting reference number **DCB-RB-DSA-03/2025** on the subject of the email citing the region you would like to work between Dar Es Salaam or Dodoma. **To be considered, applications MUST be submitted through recruitment@dcb.co.tz** not later than **30th April 2025**. Hard copy applications will not be accepted.



Finance Director

Background

DCB Commercial Bank Plc is a fully-fledged retail and commercial bank in Tanzania. The bank offers banking services to Individuals, Microfinance, Small to Medium sized Businesses (MSME), as well as large corporate clients. DCB Bank has a wide branch network of over 9 branches, over 700 DCB Wakala Agents, and over 280 Umoja switch ATMs serving over 3 million customers across the country.

DCB bank is looking for an experienced **Finance Director**, to join its senior management team. Reporting to the Managing Director, the Finance Director will be responsible for development and implementation of a financial strategic plan that will maximize income, while minimizing risks in order to achieve the strategic objectives of the bank.

Responsibilities:

- Advising senior management and the board on fiscal control and profitability; prepare, present and interpret financial reports to senior management and the Board; drive adherence to tax laws and regulatory compliance to properly reflect the financial position of the Bank.
- Working to protect the vital assets of the company, ensure compliance with financial regulations, close the books correctly, and communicate value and risk issues to investors and boards.
- Operating an efficient and effective finance organization providing a variety of services to the business such as financial planning and analysis, treasury, tax, and other finance operations.
- Strategic balance sheet and capital planning partly based on regular dialogue with government and institutions like pension funds.
- Taking a leading role in the scanning impacting the economic landscape of the Bank through ongoing conversations with the relevant players in the field including other leading financial and government institutions.
- Supporting the execution of Bank's Strategy through overseeing managing the Finance, Business and Data Analytics functions.
- Developing and implement a financial plan for the bank and ensure it is aligned with strategy and approved by the Board.
- Ensuring execution of the financial plan is in accordance with financial management requirements including forecasts and reconciliations.
- Ensuring adherence to the regulatory requirements within the banking environment.
- Developing bank's financial policies and procedures for recommendation to the Board.
- Working with other departments in the bank to ensure maximum investment returns are achieved with costs minimized, while managing investor relations.
- Collating, preparing and interpreting reports, budgets, accounts, commentaries and financial statements and reports.
- Ensuring the asset management policy and register are available, and up to date.

Qualifications and Experience

- University Degree in Finance, Business, Commerce, Accounting or related fields.
- Accounting certification i.e. CPA/ACCA/CIMA/ CFA/ ICMA.
- Minimum of 12 years' experience, with 5 years in a management role in a financial institution.
- Financial and treasury management experience in Tanzania with exposure to international financial management systems.

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