

**TEAM LEAD — OIL & GAS / ENERGY**

Job Title: Team Lead, Oil & Gas / Energy	Job Reference Indicator:
Division/Unit: Oil & Gas / Energy	Job Grade:
Organisation Function: Corporate Banking	Location: Head Office, Dar es Salaam
REPORTING RELATIONSHIPS	
• Functionally reports to: Head, Corporate Banking • Administratively reports to: Head, Corporate Banking • Supervises: Relationship Managers (direct); Relationship Officers (indirect)	
OVERALL OBJECTIVE/JOB SUMMARY	
• Drive Corporate and Commercial Banking towards the realisation of the Bank's mission and vision through achievement of the set targets for the Oil & Gas / Energy sector.	
DUTIES AND RESPONSIBILITIES	
• Drive client acquisition and manage existing corporate and commercial client relationships within Oil & Gas / Energy, consistent with the Bank's business development strategy, ensuring clients receive the appropriate level of service and advice to meet their banking needs. • Generate new-to-bank business to achieve defined sales targets, and reactivate dormant relationships to improve deposit liability growth and mix. • Conduct regular customer site visits to review and assess business operations, property, plant, premises, equipment and other collateral, followed by a call report for management. Recommend changes required to meet customer expectations while remaining compliant with Bank policy. • Analyse and monitor market trends within Oil & Gas / Energy, interpret customer requirements, and provide integrated products and solutions in line with Bank policy; recommend product development and improvement. • Enhance client retention by serving as a one-stop point of contact for client needs, and develop sales strategies in liaison with the Product Development Team and other stakeholder departments. • Monitor and track approved risk triggers, conditions and covenants on availed credit facilities, and continuously monitor non-performing facilities. • Initiate recovery action on deteriorating, watch-listed and non-performing accounts within the sector portfolio.	

- Recommend the creation of viable and profitable risk assets to increase business profitability.
- Source and monitor customers' tenured investments and facilities.
- Offer products tailored to the needs of the Oil & Gas / Energy sector and maintain regular contact with client executives.
- Meet and exceed set targets for Revenue/PBT, risk assets, guarantees, deposits, foreign exchange and other targets as advised from time to time.
- Lead, supervise and develop the sector team, ensuring Relationship Managers and Relationship Officers are equipped to meet their individual targets.
- Carry out research on industry and market trends, regulations and emerging products to improve the Bank's customer value proposition and safeguard against unforeseen risks.
- Review, analyse and screen credit applications, and write credit memoranda in line with the Bank's credit policy for recommendation and approval.
- Comply with all Bank policies, procedures and operational guidelines, in particular the Credit Policy and the Human Resources Policy.
- Perform any other duties as assigned by the Head, Corporate Banking.

KEY PERFORMANCE INDICATORS

- Achievement of the approved PBT target for the sector.
- 100% attainment of annual targets (deposits, risk assets, fees and commission, client conversions, dormant account reactivations).
- Functional commercial banking relationships.
- Viable and profitable risk asset book.
- Growth and quality of the portfolio under management.
- Performance of Relationship Managers and Relationship Officers against their individual targets.
- Timely submission of complete and accurate performance reports.

JOB REQUIREMENTS
Education

- First degree in a business-related field or social sciences discipline from a reputable university.
- Higher degrees, MBA or professional certifications are an added advantage.

Experience

- Minimum of five (5) years' relevant experience in a banking environment, including exposure to the Oil & Gas / Energy sector.
- Credit and relationship management experience required.

KEY COMPETENCY REQUIREMENTS
Knowledge

- Banking operations, policies and procedures.
- Corporate and Commercial Banking.
- Bank products and services.
- Business development and acquisition.
- Credit and marketing.
- Relationship management.

Skill/Competencies

- Ability to work under pressure with minimal supervision.
- Ability to achieve and surpass business targets.
- Ability to evaluate customer needs and determine the products or services that best serve them.
- Leadership and team development skills.
- Interpersonal skills.
- IT and computer appreciation.
- Communication skills (written and oral).
- Selling and marketing skills.
- Self-driven, proactive and commercially aware of the business environment.
- Attention to detail.
- Reasoning and analytical skills.

Job Holder:
Line Manager:
HCM:

Name:

Name:

Name:

Signature:

Signature:

Signature:

Date:

Date:

Date: