

## **POSITION: DIRECTOR STRATEGY AND INNOVATION**

**Location: Kampala – Uganda**

The East African Development Bank (EADB) was established in 1967 under the treaty of the then East African Cooperation. Its mandate is to provide financial and related assistance to enterprises in the member States to make a positive contribution to socio-economic development in the region. EADB is today owned by the four Member States of Kenya, Uganda, Tanzania and Rwanda as well as other development and commercial financial institutions. Being an organ of the EAC and its partnership with EAC institutions has accorded to provide it with a platform to play a catalysing role in regional integration through provision of development finance.

### **JOB PURPOSE**

To lead the review, alignment and delivery of EADB's corporate strategy so that the Bank grows its lending, puts its capital to productive use and delivers on its development mandate in every member state.

The role holder turns the strategy into funded annual plans, tracks delivery against clear targets, and measures the Bank's performance and development impact.

### **Reporting to: Senior Director Research Strategy and Innovation**

The role also builds the Bank's data and analytics capability, so that strategy and decisions rest on reliable evidence.

### **KEY RESPONSIBILITIES AND JOB DIMENSIONS**

#### **Key Responsibilities**

- Strategy Review and Stewardship
- Strategy Delivery
- Performance and Impact Measurement
- Data and Analytics

### **JOB COMPETENCIES (KNOWLEDGE, EXPERIENCE AND ATTRIBUTES/ SKILLS).**

#### **Academic Qualifications**

- ❖ Master's degree in Strategic Management, Organisational Development, Economics, Finance, Business Administration, Statistics, Data Science, Development Studies, Public Policy or a related field.
- ❖ A Bachelor's degree in a related discipline.

#### **Professional Qualifications / Membership to professional bodies**

- Certification or training in strategy development, innovation management, or performance management is an added advantage.
- Membership in a relevant professional body (e.g. Strategic Management Society, PMI, AAPM) is a plus.

### **Previous relevant work experience required**

- At least 10 years of progressive experience in strategic planning, organisation development, restructuring, corporate performance, innovation, or institutional development with at least 5 years in a senior leadership role preferably in a multilateral development bank, financial institution, or development organization.
- Demonstrated experience in leading strategy formulation, organisation restructuring, innovation initiatives, and managing cross-functional teams.
- Experience of leading restructuring process for a development bank or a commercial bank.

The full job description for the role is available appended below. To apply, kindly send application letters and detailed CVs be sent to Email: [psabwa@eadb.org](mailto:psabwa@eadb.org) by **23<sup>rd</sup> October 2026** with **DIRECTOR STRATEGY AND INNOVATION** as the email subject and indicate your expected Gross salary in your application. All applicants are advised to adhere to the application guidelines for consideration.

***Only shortlisted candidates will be contacted***

## ROLE DESCRIPTION

|                           |                                  |                                                                                                                                                                                           |
|---------------------------|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                           |                                  |                                                                                                                                                                                           |
| Job Title:                | Director Strategy and Innovation | <b>Reports to</b> <ul style="list-style-type: none"><li>❖ Senior Director Research Strategy and Innovation</li></ul>                                                                      |
| Job Grade:                | E1                               |                                                                                                                                                                                           |
| Department / Directorate: | Strategy and Innovation          | <b>Direct Reports</b> <ul style="list-style-type: none"><li>❖ Manager Strategy and Innovation</li><li>❖ Impact Evaluation Specialist</li><li>❖ ESG Manager</li><li>❖ Researcher</li></ul> |
| Section / Unit:           | N/A                              |                                                                                                                                                                                           |

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### Key Responsibilities and Job Dimensions

#### Key Responsibilities

##### Strategy Review and Stewardship

- ❖ Lead the midterm review of the 2024 to 2028 corporate strategy and the formulation of future strategies, aligned with the Bank's development mandate, regional integration priorities and the needs of each member state.
- ❖ Recommend clear choices on the countries, sectors, products and transaction sizes the Bank will prioritise, including activities it should scale back or stop.
- ❖ Test the growth plan with Finance and Treasury to confirm that it fits within the Bank's capital, liquidity and funding limits.

- ❖ Track regional, global and sector trends, and bring market research and ideas for new products and business models into the strategy.

### **Strategy Delivery**

- ❖ Translate the strategy into the annual business plan and budget, working with Finance, so that resources follow priorities.
- ❖ Maintain a single record of all strategic initiatives, each with an accountable owner, milestones, a budget and measurable results.
- ❖ Run a regular delivery review with senior management, coordinate departments and country offices, identify obstacles early and escalate unresolved issues.
- ❖ Lead the change management needed to embed the strategy, and promote a culture of innovation and continuous improvement across the Bank.

### **Performance and Impact Measurement**

- ❖ Design and maintain the corporate scorecard, including a target for external capital mobilised alongside the Bank's lending, and ensure that departmental and country office targets are aligned with it.
- ❖ Work with Human Resources to link individual performance objectives to corporate targets.
- ❖ Lead the Bank's development impact measurement framework, covering jobs, small businesses, women, climate and regional integration.
- ❖ Prepare strategy, performance and impact papers for senior management, the Board and its committees, and reports for funding partners.

### **Data and Analytics**

- ❖ Develop and lead the Bank's data strategy and, with ICT, Finance and Risk, set common definitions, named owners and quality standards, so that there is one trusted source for portfolio, pipeline, financial and impact data.
- ❖ Build an analytics and data science capability that serves the whole Bank, covering dashboards for management and the Board, portfolio and pipeline analysis, forecasting and scenario modelling.
- ❖ Raise data skills in every department and country office, and ensure that proposals to senior management and the Board are supported by data and analysis.

### **Key Performance Measures**

- ❖ Share of strategic initiatives delivered on time and within budget.
- ❖ Corporate scorecard in place and reflected in the targets of every department and country office.
- ❖ Reliability of the Bank's core data and the share of major decisions supported by data and analysis.
- ❖ Quality and timeliness of strategy and performance reporting to senior management and the Board.

### **Decision Making / Job Influence**

- ❖ Make day to day decisions on the design and running of strategic planning, delivery tracking, performance measurement and data standards.
- ❖ Recommend to senior management how resources should be allocated to strategic priorities.
- ❖ Influence decisions across departments and country offices to ensure strategic alignment, and escalate delays and unresolved issues to senior management and the Director General.
- ❖ Lead and manage the Strategy and Innovation team, including its work plan and performance.

### **Working Conditions**

- ❖ Primarily office based, with occasional travel required across the East African member states and beyond for stakeholder engagement, strategic partnerships and regional development forums.
- ❖ May occasionally require extended hours to meet deadlines related to strategy reviews, Board reporting or business planning.

### **Job Competencies (Knowledge, Experience and Attributes / Skills).**

#### **Academic Qualifications**

- ❖ Master's degree in Strategic Management, Organisational Development, Economics, Finance, Business Administration, Statistics, Data Science, Development Studies, Public Policy or a related field.
- ❖ A Bachelor's degree in a related discipline.

#### **Professional Qualifications / Membership to professional bodies**

- ❖ A professional qualification in finance or investment, such as CFA, ACCA or CPA, is an added advantage.
- ❖ Certification or training in strategy development, innovation management, project management, data analytics or performance management is an added advantage.
- ❖ Membership of a relevant professional body, for example the Strategic Management Society, PMI or AAPM, is a plus.

#### **Previous relevant work experience required**

##### **Essential**

- ❖ At least 10 years of progressive experience in corporate strategy, strategy delivery or corporate performance, with at least 5 years in a senior leadership role, and a demonstrated record of delivering a strategy, transformation or turnaround with measurable results.
- ❖ Experience of business planning and budgeting in a bank or other financial institution, working with finance and treasury teams on capital, liquidity and funding plans.

- ❖ Experience of using data and analysis to guide strategy and decisions, and of building data or analytics capability in an organisation.
- ❖ Experience of preparing papers for, and presenting to, senior management and a Board of Directors.

### **Desirable**

- ❖ Experience in a multilateral development bank or development finance institution, including how transactions move from pipeline to approval and disbursement.
- ❖ Experience in strategy consulting or in a corporate strategy function.
- ❖ Experience of working with government shareholders in more than one country.

### **Functional Skills:**

- ❖ Strong analytical, problem solving and strategic thinking skills.
- ❖ Financial fluency: able to read a development bank's balance sheet and model growth against capital, liquidity and credit rating constraints.
- ❖ Strong data literacy: able to frame the right questions, interpret analysis and test the numbers, with working knowledge of analytics, data science, data governance and reporting tools.
- ❖ Programme, project and change management skills, with the discipline to track delivery.
- ❖ Expertise in corporate strategy design, business planning, performance monitoring and impact measurement.
- ❖ Excellent writing, presentation and stakeholder engagement skills, including at Board level.
- ❖ Sound understanding of development finance and the economies of the East African Community.
- ❖ Fluency in English. Kiswahili or French is an added advantage.

### **Behavioural Competencies / Attributes:**

- ❖ Strategic and results oriented mindset, with the persistence to see initiatives through to completion.
- ❖ High levels of integrity and accountability.
- ❖ Courage to challenge constructively at all levels, supported by evidence.
- ❖ Ability to influence and inspire colleagues and stakeholders without direct authority.
- ❖ Strong leadership, collaboration and team building capabilities.
- ❖ Adaptability and openness to innovation and change.