POSITION: Manager Credit Risk

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 independent second-line credit risk underwriting of the Bank's financing proposals, particularly complex development projects, by assessing borrower and project creditworthiness, financial viability, transaction structures, repayment capacity, security and key risks. The role provides objective credit risk opinions and recommends appropriate mitigants and financing conditions to support informed Management and Board decisions, while safeguarding the Bank's risk appetite, capital and development mandate.

Reporting to: Director Risk and Compliance

KEY RESPONSIBILITIES AND JOB DIMENSIONS

Key Responsibilities

- Independent Credit Assessment and Underwriting
- Project Finance and Financial Analysis
- Project Finance and Financial Analysis
- Development, Country and Sector Risk
- Independent Credit Opinion and Governance Support
- Policy, Process and Team Leadership

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

Academic Qualifications

❖ Master's degree in Finance, Economics, Accounting, Banking, Business Administration, Engineering with a finance specialization or a related discipline is required.

❖ Bachelor's degree in a relevant discipline is required.

Professional Qualifications / Membership to professional bodies

❖ A relevant professional qualification such as CFA, CPA/ACCA, FRM, PRM or Chartered Banker is an advantage.

❖ Specialist training in project finance, infrastructure finance, financial modelling, credit risk or development finance is desirable.

Previous relevant work experience required

- ❖ At least ten (10) years' relevant experience in credit risk, project finance, infrastructure finance, structured finance, corporate banking, development finance or investment appraisal.
- ❖ At least five (5) years in a supervisory, managerial or senior specialist role reviewing complex transactions or leading analytical teams.
- ❖ Demonstrable experience in underwriting or independently reviewing large, complex or long-tenor development projects. Experience in a DFI, MDB, infrastructure lender or project finance institution is highly desirable.

The full job description for the role is available at eadb.org*/vacancies/.* To apply, kindly complete and submit a personal data form available at **https://forms.cloud.microsoft/r/E2ZQs9G7WC** on or before **23rd November 2026.** Submission of the personal data form is a mandatory application requirement. In addition, all applicants are required to send their updated CVs to **recruitment@eadb.org** **with 'Manager Credit Risk'** as the subject. All applicants are advised to adhere to the application guidelines for consideration.

Female candidates and candidates living with disability are encouraged to apply

Only candidates from the four members states [Rwanda, Tanzania, Uganda and Kenya] will be considered.

JOB DESCRIPTION

Job Title:	**Manager – Credit Risk**	**Reports to**	Directorate, Risk and Compliance
Job Grade:	D2	**Direct Reports**	Assistant Manager-Credit Risk Underwriting
Department/Directorate:	Risk and Compliance	**Section/Unit:**	Credit Risk Underwriting

Job Purpose

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Key Responsibilities and Job Dimensions

1. Independent Credit Assessment and Underwriting

- Undertake independent credit risk assessment of complex project finance, infrastructure, sovereign and sovereign-guaranteed, corporate, financial institution and other eligible financing proposals.
- Review and challenge the originating department's appraisal, due diligence, financial models, assumptions, projections, proposed structures and risk mitigants.
- Assess borrower, sponsor and guarantor creditworthiness, governance, financial strength, repayment capacity and sources of repayment.
- Form an independent view of key risks, downside scenarios, residual risks and the overall acceptability of each proposed transaction.

2. Project Finance and Financial Analysis

- Assess project feasibility and bankability, including construction, completion, operational, market, demand, offtake, regulatory, country and counterparty risks.
- Interrogate financial models and key assumptions, including revenues, costs, capital expenditure, cash flows, debt sizing, tenor and repayment profile.
- Undertake or review sensitivity and stress testing, including DSCR, LLCR, PLCR and cash flow available for debt service (CFADS), where applicable.
- Evaluate sponsor equity, cost-overrun support, guarantees, reserve accounts, cash waterfalls and alignment of debt service with project cash flows.

3. Credit Risk Rating, Security and Risk Mitigation

- Assign or independently validate internal credit ratings and assess relevant PD, LGD, EAD and expected credit loss implications in accordance with Bank methodologies.
- Assess collateral, guarantees and other credit enhancements for quality, valuation, liquidity, enforceability, ranking and recovery prospects.
- Recommend appropriate covenants, conditions precedent and subsequent, disbursement controls, security arrangements and other risk mitigants.
- Assess the impact of proposed transactions on country, sector, single-obligor and other concentration limits, risk appetite and capital utilization.

4. Development, Country and Sector Risk

- Assess sovereign, country, transfer and convertibility, macroeconomic, political, regulatory and sector risks relevant to the transaction.
- Consider material environmental, social, climate, governance, integrity and reputational risks, drawing on specialist assessments and relevant Bank policies.
- Evaluate the financial implications of material project sustainability and development-related risks, including delays, cost overruns, operating constraints and revenue impacts.

5. Independent Credit Opinion and Governance Support

- Prepare clear, evidence-based credit risk assessment reports and recommendations for Management and Board Credit Committees, as applicable.
- Recommend approval, conditional approval, deferral, restructuring or rejection, clearly identifying material risks, mitigants, policy exceptions and residual risks.
- Present and defend independent risk opinions at credit and other governance committees; escalate material concerns, limit breaches and transactions outside risk appetite.
- Maintain a clear audit trail of analysis, assumptions, dissenting views, conditions, waivers and approved overrides.

6. Policy, Process and Team Leadership

- Contribute to the review and implementation of the Investment Policy, Credit Risk Management Framework, rating methodologies, underwriting standards and related procedures.
- Develop and maintain underwriting tools, financial model review templates, sector checklists and credit memorandum standards.
- Provide technical guidance and quality assurance to credit risk officers and analysts and promote continuous improvement in underwriting capability.
- Work with Business Development and relevant specialists while maintaining independence from business origination, first-line appraisal and transaction execution.

Decision Making / Job Influence

- Exercises independent professional judgement on the risk profile and acceptability of complex financing proposals and determines the depth of independent credit review required.
- Challenges transaction assumptions, structures, ratings, collateral and mitigants, and may recommend that a proposal be deferred until material gaps are addressed.
- Recommends approval, conditional approval, deferral, restructuring or rejection; final approval remains with the authority established under the Bank's Delegation of Authority.
- Escalates material risk concerns to the Head of function and relevant Management or Board governance bodies and influences transaction conditions through independent risk advice.

Working Conditions

- Primarily office-based, with regular engagement with Business Development, Legal, Finance, Treasury, Compliance and technical/environmental and social specialists.
- May undertake borrower due diligence, project site visits and meetings with sponsors, lenders, public authorities and other stakeholders.
- May require regional travel and management of multiple complex transactions under demanding timelines.

Job Competencies (Knowledge, Experience and Attributes / Skills)

Academic Qualifications

- ❖ Master's degree in Finance, Economics, Accounting, Banking, Business Administration, Engineering with a finance specialization or a related discipline is required.
- ❖ Bachelor's degree in a relevant discipline is required.

Professional Qualifications / Membership to Professional Bodies

- ❖ A relevant professional qualification such as CFA, CPA/ACCA, FRM, PRM or Chartered Banker is an advantage.
- ❖ Specialist training in project finance, infrastructure finance, financial modelling, credit risk or development finance is desirable.

Previous Relevant Work Experience Required

- ❖ At least ten (10) years' relevant experience in credit risk, project finance, infrastructure finance, structured finance, corporate banking, development finance or investment appraisal.
- ❖ At least five (5) years in a supervisory, managerial or senior specialist role reviewing complex transactions or leading analytical teams.
- ❖ Demonstrable experience in underwriting or independently reviewing large, complex or long-tenor development projects. Experience in a DFI, MDB, infrastructure lender or project finance institution is highly desirable.

Functional Skills

- ❖ Advanced credit analysis, financial statement analysis, cash-flow-based lending and financial model interrogation.
- ❖ Project finance and infrastructure assessment, including DSCR, LLCR, PLCR, CFADS, debt sizing and repayment structuring.
- ❖ Credit ratings, PD/LGD/EAD, ECL, stress testing, concentration analysis and risk-adjusted pricing.
- ❖ Assessment of collateral, guarantees, covenants, country, sovereign, sector, construction and counterparty risks.
- ❖ Strong report writing, committee presentation, analytical reasoning and proficiency in Excel and relevant credit risk systems.

Behavioural Competencies / Attributes

- ❖ Integrity, independence, objectivity and professional skepticism.
- ❖ Strong analytical judgement, attention to detail and ability to challenge senior stakeholders constructively.
- ❖ Clear communication, report writing, presentation and stakeholder engagement skills.
- ❖ Commercial awareness, understanding of the Bank's development mandate, sound judgement under pressure and ability to lead and coach staff.

Key Performance Dimensions (Indicative)

- ❖ Quality, completeness and technical robustness of independent underwriting assessments.
- ❖ Timeliness of assessments against agreed service standards without compromising quality or independence.
- ❖ Effectiveness in identifying material risks, challenging assumptions and recommending actionable mitigants.
- ❖ Quality of credit rating rationale, committee submissions and escalation of material risk issues.
- ❖ Contribution to improved underwriting tools, methodologies, processes and staff capability.

Approvals			
	Name	**Signature**	**Date**
Job Holder			
Head of Department			
Director Human Resources and Administration			