

# CAREER OPPORTUNITIES

Our client, one of the largest companies in financial services industry in the region and is involved in helping discerning individuals protect and create their wealth. The company is continuously innovating to design financial products and services for today's constantly changing world and is now seeking to recruit highly motivated, talented and innovative individuals to fill the following senior positions:

## Head of Growth and Innovation Centre Ref No. D&T/01/2018

This position will lead the development and execution of the innovation strategy while helping to transform the organisation.

### Key Responsibilities

- Drive the innovation agenda and strategy across the business while ensuring value creation;
- Lead the scoping and continuous review of the impact of disruptive technologies and translate insights into actionable strategy;
- Provide leadership and oversight on all innovations and initiatives, and manage and guide a team of high performing professionals;
- Provide thought-leadership on the internal go-to-market approach; support and inspire internal innovation forums support creativity;
- Drive the acceleration of the organisation's digital transformation by rethinking the Company's customer experience, improving operational efficiency and testing new business models;
- Identify opportunities to leverage Artificial Intelligence and Intelligent Automation to change the way services are sold and delivered;
- Design and manage programs to facilitate revenue growth from new businesses and efficiency improvements across the Group; and
- Build and maintain relationships both internal and external relationships with relevant stakeholders including customers, partners, the business.

### Person Specifications

The ideal candidate must have a Bachelor's degree in any of the following disciplines; Business, Finance, ICT, Project Management, Engineering or a related field with over ten (10) years' experience in innovation with more than five (5) served in a senior level in financial services industry. The candidate must have proven success in executing complex programs and working with all levels of stakeholders from senior executives to individual contributors and possesses start-up, incubator, entrepreneurial and innovation experience and mind-set. S/He should understand the existing global technology ecosystems and have the ability to function effectively in a leadership capacity. A Masters degree in a business related field will be an added advantage.

## Analytics Lead Ref No. D&T/02/2018

This position is responsible for supporting the innovation agenda and leading the development and management of customer insights, data and analytics across the Group.

### Key Responsibilities

- Define and execute the Data & Analytics strategy in alignment with business needs, stakeholder requirements and business strategy;
- Provide deep insights on market needs, performance and structure and leverage data insights to build models and communicate actionable learnings throughout the organisation;
- Leverage analytics and process improvement methods to provide a data-driven approach to improvements, efficiency, revenue and customer experience;
- Structure complex, ambiguous business questions and utilize analytical skills to synthesize actionable insights to facilitate informed decisions;

- Measure, analyse and optimize the performance of new designs and interactions to align with business requirements;
- Lead the development of analytics capabilities within the Group by driving overall organizational awareness and capabilities related to AI;
- Determine meaningful data trends, relationships between variables and formulate predictive insights;
- Identify and develop appropriate metrics, tools and processes to drive customer delight and loyalty;
- Maintain inventory of current data including reports and business intelligent tools such as Dashboards and Scorecards; and
- Create and maintain insightful automated reports and dashboards utilizing typical data quality functions.

### Person Specifications

The ideal candidate must have a Masters' degree in any of the following disciplines; Mathematics, Actuarial Science, Statistics, Engineering, Data Science, Computer science, Economics or a related field from a recognised University. S/He must have over ten (10) years' experience in analytics, five (5) of which must have been gained in a senior role in a client facing environment in telecommunication or financial services industry. The successful candidate must have been involved in leading cross-functional implementation projects for data mining, warehousing and governance in information architecture design that is scalable and adaptable to business needs.

## Digital Lead Ref No. D&T/03/2018

This position is responsible for leading the agile development of technology and digital solutions in all areas of business at the company.

### Key Responsibilities:

- Set the digital aspiration and strategies for the company and translate that into a tangible roadmap and implementation plan;
- Develop and execute high impact innovation across products and businesses;
- Responsible for the development and iteration of key prototypes and solutions that create economic value for business;
- Closely collaborate with all company divisions to identify synergies and opportunities for developing solutions, and ensure seamless integration and interfacing of solutions with the business;
- Develop and implement initiatives to digitize processes to promote data-driven decision-making for performance improvement;
- Work with partners to develop solutions and operational metrics for innovations leading to new business streams;
- Research and advise on business models including the go-to-market approaches and value propositions for innovative products espoused in the corporate strategy;
- Keep abreast of competitive products and industry trends and contribute findings to the Group digital agenda;
- Manage, mine and manipulate data for accuracy and the treatment needed to convert it to relevant information for decision-making.
- Design and monitor project and change management plans; and
- Create and implement initiatives to help employees become more digital, agile and customer-centric.

### Person Specifications

The successful candidate must possess a Bachelor's Degree in any of the following disciplines; Engineering, ICT or a related field with over five (5) years' experience in recent technologies including FinTech, IoT, and Artificial Intelligence and with deep knowledge in Digital Product Management and Strategy Development gained in financial services industry. S/He must have strong experience working with IT partners and leading value proposition design, market and competitive research and in leading groups in new digital products and change oriented projects, and a background in innovation and start-up tech development.

## Value Manager Ref No. D&T/4/2018

This position is responsible for leading the value creation and management for the growth and innovation agenda across the Group through managing projects, measuring business impact of the Growth and Innovation Centre (GIC), performance and reporting.

### Key Responsibilities

- Plan and have responsibility for end-to-end visibility, performance and timely delivery of the GIC initiatives across the Group;
- Manage different projects across the GIC working with the business partners and reporting to Management on a frequent basis;
- Measure and track progress of the different solutions and developments as well as demonstrate value creation of all initiatives of the GIC;
- Maintain company's organization effectiveness and efficiency by defining, delivering and supporting strategies for implementing solutions;
- Recommend information technology strategies, policies and procedures by evaluating organization outcomes, identifying problems, evaluating trends and anticipating requirements;
- Provide support to the innovation team by coordinating resources and timetables with user departments, partners and the data centre;
- Perform specific analyses on innovation performance and accomplish financial objectives by forecasting requirements, preparing annual budgets, scheduling expenditures, analysing variances and initiating corrective action;
- Manage different stakeholders including Management, Business Leads, Finance and the Board through reporting, planning meetings and updates of the GIC;
- Keep abreast of competitive products and industry trends, and challenge company on customer demands and expectations on the business; and
- Design and monitor change management and implementation plans.

### Person Specifications

The ideal candidate must have a Bachelor's Degree in any of the following disciplines; Business, Finance, ICT, Project Management, Engineering or related fields with over eight years' experience in planning, communicating and reporting projects and digital initiatives.

If you believe you can clearly demonstrate your abilities to meet the relevant criteria for any of the above roles, please submit your application including copies of your academic and professional certificates, testimonials and your curriculum vitae, including among other details your current position, current remuneration, e-mail and telephone contacts of three (3) referees familiar with your qualifications and work experience and quoting the respective reference number on your application letter.

To be considered, your application must be received by **Thursday 8 March 2018** addressed to:

**The Director,  
Executive Selection Division  
Deloitte Consulting Limited  
Deloitte Place  
Waiyaki Way Westlands, Nairobi, Kenya  
Email: [esd@deloitte.co.ke](mailto:esd@deloitte.co.ke)**

**Note: Only shortlisted candidates will be contacted.**

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