Job Description	
Post Title	ICT Manager
Duty Station	SDRB Main Office
Expected starting data	January/February, 2025
Status	Permanent
Appointment Type	Full-time
Reports to	Director corporate service

ABOUT SDRB

The Somali Development and Reconstruction Bank (SDRB) has a legacy dating back to its establishment in 1968. SDRB was instrumental in Somalia's economic development through medium and long-term financing for private sector growth. After a period of inactivity due to civil conflict, the bank was reconstituted in 2012 and began a transformative journey in 2024 under new leadership. Today, SDRB aims to foster sustainable growth, support private sector development, and drive Somalia's economic transformation.

ROLE

The ICT Manager will lead the strategic management, implementation, and oversight of SDRB's IT systems, ensuring their alignment with organizational goals. This role encompasses the management of core banking systems, IT infrastructure, cybersecurity policies, and business continuity plans. The ICT Manager will also foster IT capacity building among staff while ensuring the bank operates efficiently and securely in a digital environment.

GENERAL DESCRIPTION:

The Corporate Services Directorate at SDRB plays a vital role in ensuring the efficient operation and overall success of the bank by overseeing several key internal functions. This includes managing Human Resources (HR), Finance, Information and Communication Technology (ICT), and Procurement, each of which is essential to supporting the bank's day-to-day activities and long-term

strategic goals. The Department has Five Divisions: (1) Human Resource Division, (2) Finance Division, (3) IT Division, (4) Procurement Division and (5) Property Management Division.

DUTIES AND RESPONSIBILITIES:

1. **IT Strategy and Governance**
   - Develop and implement SDRB's IT strategy aligned with the bank's objectives.
   - Establish and enforce IT governance policies, including information security frameworks.
   - Oversee the design and deployment of core banking systems and ERP solutions.

2. **Information Security Management**
   - Create and implement IT security policies to protect SDRB's IT assets.
   - Conduct risk assessments, identify vulnerabilities, and recommend mitigation strategies.
   - Ensure compliance with ISO/IEC standards and oversee IT audits.

3. **Core Banking System Management**
   - Lead the implementation and upgrades of SDRB's core banking system to ensure optimal functionality and integration.
   - Collaborate with business units to align IT systems with operational and strategic goals.
   - Monitor system performance and initiate necessary enhancements or troubleshooting.

4. **IT Operations and Infrastructure**
   - Ensure the operational efficiency of SDRB's IT infrastructure, including hardware, software, networks, and cloud services.
   - Oversee data center operations, disaster recovery (DR), and business continuity planning (BCP).
   - Develop and maintain detailed DR and BCP procedures, ensuring alignment with organizational needs.

5. **Vendor and Stakeholder Management**
   - Evaluate and manage relationships with IT service providers and technology vendors.
   - Ensure cost control and negotiate vendor contracts to achieve value for money.
   - Coordinate with stakeholders, including internal teams and external auditors, to ensure IT compliance and operational efficiency.

6. **Capacity Building and Leadership**
   - Provide training and awareness programs for staff to enhance IT literacy and cybersecurity practices.

- Lead and mentor the IT team, fostering a culture of innovation, accountability, and excellence.
- Promote knowledge-sharing and collaboration to ensure continuous improvement in IT processes.

7. **Data Management and Reporting**

- Establish protocols for data governance, ensuring accuracy, integrity, and availability.
- Develop reporting frameworks to monitor IT performance, risks, and compliance.
- Generate periodic reports on IT operations for senior management and the Board.

8. **Deliverables**

- Fully functional and secure core banking system, integrated with existing operations.
- Comprehensive IT policies and procedures aligned with ISO/IEC standards.
- Effective implementation of disaster recovery and business continuity plans.
- Monthly and annual IT performance reports, including risk assessments and mitigation plans.
- Staff training programs on IT operations and cybersecurity best practices.

QUALIFICATIONS AND SKILLS REQUIRED:

Education

- Master's degree in Computer Science, Information Technology, or related fields.
- Professional certifications such as CISSP, ITIL, Oracle Cloud Infrastructure Administration, or similar are advantageous.

EXPERIENCE
- 5–8 years of IT management experience, with at least 5 years in senior leadership roles.
- Demonstrated expertise in core banking systems, ERP, cybersecurity, and cloud infrastructure.
- Hands-on experience in disaster recovery planning and IT service management.

LANGUAGE:

- English (Fluent)
- Somali

Other Competencies
- Strategic leadership and cross-functional team management.
- Advanced analytical and problem-solving abilities.
- Strong communication and stakeholder management skills.

- Expertise in IT governance and risk management.

APPLICATION PROCEDURE:

Qualified applicants are invited to submit their applications, including an updated CV, cover letter, and relevant certificates to **ali.ahmed@sdrb.gov.so** and copy **a.roble@sdrb.gov.so** and **abubakar@sdrb.gov.so**. The deadline for applications is **19ᵗʰ December 2024**, midnight Mogadishu time. Incomplete applications will not be considered.

Note: SDRB is an equal opportunity employer. Female candidates are highly encouraged to apply.