



Central Bank of Kenya

Exciting Career Opportunities

Our client, The Central Bank of Kenya (CBK), is responsible for formulating monetary policy to achieve and maintain price stability. The Central Bank also promotes financial stability; an effective and efficient payment, clearing and settlement system; formulates and implements foreign exchange policies; holds and manages foreign exchange reserves; issuing of currency; and is the banker for, adviser to and fiscal agent of the Government.

In line with its vision to be a World-Class Modern Central Bank reflected in its People, Systems and Processes, the Bank is looking to identify results driven, visionary, strategic thinking, experienced and highly qualified leaders with excellent credentials, proven experience, demonstrated capacity and know-how who will play a pivotal role in driving the Central Bank of Kenya Operations and Processes through Information Technology.

1. Head of Cyber Security (CISO)

Reporting to the Director, Information Technology Department, the Head of Cyber Security will oversee the Cyber Security Division and will play a lead role in delivery of the Bank's Cyber Security strategy while driving the operational capabilities in order to protect the Central Bank of Kenya. The role holder will be responsible for designing, implementing and managing sound Cyber Security controls and will provide leadership for CBK's Cyber Security Operations.

Key Responsibilities

- Set and deliver the Bank's Cyber Security strategy and drive strong operational capabilities to protect CBK;
- Design, implement and manage sound Security controls and ensure all risks are effectively managed or mitigated and processes optimised for maximum efficiency;
- Obtain and maintain operational excellence within the business, achieving, maintaining and promoting relevant ISO standards and industry best practice for cyber security;
- Implement, monitor, and manage security aspects for the IT network, infrastructure and applications;
- Ensure adequate budget, resource and management focus on cyber security risks and mitigation;
- Budget planning for Cyber Security activities, products and solutions;
- Effectively manage risk operational requirements for CBK in terms of Cyber Security, as well as drive strategic integration programmes within the Bank's technology functions; and
- Recruit, develop and retain a high performing team for the Cyber Security Division with clear objectives and deliverable.

Role Specifications

- Bachelor's Degree in Electrical Engineering, Computer Science, Technology Management or a similar field.
- At least two (2) professional information security qualifications such as CISSP, CISM, CISA and CCNA network certification.
- At least ten (10) years' experience in an IT environment, with at least five (5) years in a Senior Leadership or Management position focused on Cyber Security.
- Certification in Prince 2, Managing Successful Programs (MSP), Project management professional (PMP) or equivalent.
- In depth technical knowledge and certification in Software, Hardware, Systems Administration, Network Technology, Telecommunications, Project Management and Finance.
- Should be a subject matter expert in platform security, network security, application security, data security, cloud security, database security, user access management or embedded device security.
- Strong leadership and management capabilities to inspire and coach employees.
- Practical experience in leading incident response and forensics investigations, with hands on skills in Capex and Opex management.

2. Head - IT Business Relationship Engagement

Reporting to the Director, Information Technology, the Head IT Business Relationship Engagement will provide overall guidance, strategic direction and advice on the architectural design of new and existing systems. The role will be accountable for defining and managing the relationship between IT and other business units. The primary aim is to ensure that the right support is delivered through the IT Business Engagement and Relationship Managers to the relevant business units, in order to support delivery of their business objectives.

Key Responsibilities

- Provide overall leadership for the following key sections within the Division – Payments Systems, Core Banking, Enterprise Applications, Sup/RegTech and System Development;
- Lead the development of a Business Intelligence & Analytics Section that will create and maintain a state-of-the art Big Data platform for deep analytics and business insights;

- Business-to-IT Strategic planning, budget management and optimization, vendor management, resource management, process participation and ownership;
- Advise on acquisition development, integration and delivery of IT Solutions for business units, identifying and championing automation of their business processes;
- Responsible for all Business applications systems' architecture, enhancements, performance metrics and customer satisfaction;
- Identify opportunities for automation and streamline business processes in all business areas, including designing and driving the data analytics strategy for the bank;
- Review business process and/or technical design to validate appropriate use of technology and ensure systems enhance business processes, operations and information process flow;
- Ensure continuous delivery of IT services by monitoring system performance, directing production application support, adhering to service level agreements with end users; and
- Coordinate with the infrastructure, system administration and service delivery units to ensure efficient and reliable business continuity practices are in place as per the enterprise BCP policy.

Role Specifications

- Bachelor's Degree in Computer Science, Information Technology, Business, Electrical Engineering or a similar field aligned to Information Technology Operations.
- Professional certifications such as ITIL service management, ISO lead implementer (20000/22301), COBIT, CISA, CRISC and CGEIT.
- At least ten (10) years' experience in an IT environment, five (5) years of which should be in a senior leadership position, focused on Business Engagement & Analysis, Core Banking Systems, Enterprise Applications, Business process re-engineering and mapping.
- Broad and deep technical knowledge of IT infrastructure design and implementation, service management, ongoing operations and performance management across an enterprise footprint.
- Working knowledge and experience in managing payment systems such as KEPSS/RTGS, SWIFT, Automated Clearing House (ACH) and Temenos T24 Core Banking Platform.
- Experience in designing and delivering a Business Intelligence & Analytics Unit, leading a team of data science, engineering and analytics professionals.
- Strong leadership & management capabilities to inspire and coach employees.
- Demonstrable experience in core business modules that drive Enterprise Resource Planning (ERP) systems and enterprise collaboration tools.
- Certification in Prince 2, MSP or TOGAF will be an added advantage.
- Exposure to ITIL knowledge is desirable.

3. Senior Manager - Cyber Security Operations

Reporting to the Head of Cyber Security (CISO), the Senior Manager Cyber security operations will be responsible for engineering, operations and lifecycle management of the Bank's Cyber Security Infrastructure. The role holder will manage resources effectively to ensure the Bank has the right monitoring in place to detect attacks and quickly respond and contain any business or customer impact. The role holder will be responsible for the strategic vision, scoping of requirements, system design, implementation, incident response, budgetary control and adherence to any necessary protocols, regulations or legal cyber security requirements.

Key Responsibilities

- Manage, implement and supervise the operations of the Cyber Defence Center and personnel supporting the monitoring of security events;
- Review, update and continuously improve the Cyber Defence Center processes and services;
- Oversee the day to day operations and maintenance of Cyber Security tools and services and ensure 99.999% uptime;
- Coordinate activities geared towards troubleshooting and remediating Level two/ Level three issues impacting Cyber Security operations;
- Liaise with other business leads and participate in project meetings and contribute to design reviews from high level application architecture to configuration of OS level parameters to meet security goals;
- Serve as the primary point of contact & escalation point for security administration tasks and coordinate provision, installation and troubleshooting; and
- Lead efforts in documenting & reviewing changes, operationalizing and troubleshooting of cyber security platforms and procedures.

Role Specifications

- Bachelor's Degree in Electrical Engineering, Computer Science, Technology or a similar field.
- At least two (2) professional information security qualifications such as CISSP, CISM, CISA and cyber security related certifications.
- At least eight (8) years' experience in an IT environment, five (5) years of which should be in a senior leadership position, with at least eight (8) years of focused Cyber Security and hands-on experience in Security Architecture Design, Delivery and Operations.
- Hands-on experience in the design, build, delivery and operational management of a Security Operations Center (SOC).
- Practical knowledge in Software, Hardware, Systems Administration, Network Technology, Telecommunications, Project Management and Finance.

- Be an expert in information Security management systems: ISO 27001 Lead Implementor/Auditor.
- IT or Service management certification such as ITIL Service Management, ISO Lead Implementer (2000/22301), CGEIT, or COBIT.
- Strong leadership and management capabilities to inspire and coach employees.
- Certification in Prince 2, MSP and PMP will be an added advantage.
- Advance Networking Security experience such as CCNP Security or higher would be desirable.

4. Senior Manager - IT Strategy & Program Management

Reporting to the Head of IT Governance, Enterprise Architecture and Projects, the Senior Manager, IT Strategy and Program Management will be responsible for the direction, coordination, implementation, execution, control and completion of IT Programs, while remaining aligned with the strategy, commitments and goals of the Bank.

Key Responsibilities

- Oversee development of the IT plan and roadmap, project portfolio management analytics and prioritising solutions in support of the Bank's corporate strategy;
- Provide leadership in pursuit and delivery of complex ICT solutions for the Bank's programs;
- Align the IT project management, strategy and budget function with other Bank's programs, including the strategic management and finance department;
- Establish, implement and govern IT project management standards and metrics that enable consistent, successful project delivery and lead the transformation to an agile delivery approach;
- Direct projects and technical management subordinates; oversee monitoring and provision of status reports on IT strategic plan implementation and allocation of project resources as per budget;
- Coordinate reporting and escalation of project issues and risks with appropriate mitigation options for management interventions where necessary; and
- Drive discussions at all levels of management to review project performance, portfolio dashboards, program dashboards, strategies and associated risk analysis in planning and implementing of IT projects in line with the business requirements.

Role Specifications

- Bachelor's Degree in Computer Science, Engineering or a similar field.
- Certification in IT Program and Project Management framework such as MSP, Prince II, PMBOK or equivalent.
- At least eight (8) years' experience in IT project management, five (5) years of which must have been in a management role in an environment of similar scale and complexity.
- Advanced understanding and knowledge of IT project management, strategic planning and budgeting process as well as business acumen and financial management skills.
- Hands on experience in IT project portfolio management coupled with a strong knowledge of project management methodologies and standards.
- Excellent technical understanding in business and IT strategy formulation, implementation, monitoring and reporting.
- Demonstrable knowledge of industry standard methodologies and IT delivery approaches including Agile and DevOps.
- Strong people management, conflict management, resolution, negotiations, planning & organising skills and ability to manage multiple projects and employees simultaneously.

If you believe you meet the role specifications for any of the above **role or roles**, please submit your **application or applications**, including: authentic certified copies of relevant academic and professional certificates and testimonials, your curriculum vitae, details of the current position, current remuneration, as well as email and telephone contacts of three (3) referees who can speak of your competence, character and integrity.

To view the detailed job descriptions for the vacant roles and a guide on how to apply for the vacant roles, kindly log onto our e-recruitment platform via <https://www2.deloitte.com/ke/en/careers/executive-search-recruitment.html>

Email or hard copy applications will NOT be accepted. All applications **MUST** be submitted through the e- recruitment portal to be considered, and your application (s) must be received not later than **Friday 10th December 2021** addressed to:

**The Director,
Executive Selection Division Deloitte Consulting
Limited
Deloitte Place**

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