

SENIOR MANAGER – SUSTAINABILITY

REPORTING TO: CHIEF RISK OFFICER

Job Purpose:

The Senior Manager – ESG is responsible for designing, implementing, and managing the Bank's ESG strategy, policies, and reporting framework. This role will ensure the integration of sustainability and responsible banking practices into the Bank's operations, lending, investment, and transformation initiatives. The incumbent will drive ESG compliance, stakeholder engagement, and innovation, positioning the Bank as a leader in sustainable finance during its transformation journey.

Key Responsibilities:

1. ESG Strategy & Integration

- Develop and implement the Bank's ESG strategy aligned to regulatory requirements, international frameworks (e.g., TCFD, UN PRI, GRI, SASB, IFC Performance Standards), and the Bank's transformation agenda.
- Embed ESG considerations into lending, investment, risk management, procurement, and overall business decision-making.
- Partner with business units to design sustainable finance products and services (green loans, sustainability-linked bonds, renewable energy financing).

2. Governance & Risk Management

- Establish and maintain ESG governance structures and frameworks across the Bank.
- Identify, assess, and manage ESG risks, including climate, reputational, social, and governance risks.
- Support the Chief Risk Officer and Management Committees in setting ESG risk appetite and monitoring exposures.

3. Reporting & Compliance

- Lead the development of ESG disclosures, sustainability reports, and integrated reports in line with regulatory requirements and international standards.
- Monitor compliance with ESG-related regulatory guidelines, Central Bank directives, and sustainability reporting frameworks.
- Provide ESG insights and updates to Management, Risk Committees, and the Board.

4. Stakeholder Engagement

- Engage with regulators, investors, rating agencies, NGOs, and other stakeholders on ESG matters.
- Build partnerships with development finance institutions (DFIs), donors, and sustainability networks to support ESG financing opportunities.
- Drive customer and community engagement on sustainability and responsible banking initiatives.

5. Transformation & Change Management

- Ensure ESG considerations are embedded into the Bank's transformation projects, including digitalization, process redesign, branch modernization, and cultural change programs.
- Advise on sustainable procurement, green operations, and energy efficiency initiatives within the Bank.
- Support the Bank's commitment to achieving Net Zero and other sustainability pledges.

6. Capacity Building & Culture

- Develop ESG awareness and training programs for staff, management, and the Board.

- Champion a sustainability culture within the Bank, ensuring alignment of business goals with ESG values.
- Mentor ESG staff and cross-functional teams to enhance capability.

Qualifications & Experience

- Bachelor's degree in environmental science, Finance, Economics, Sustainability, Business, or related field.
- Master's degree and/or professional certification (e.g., CFA ESG, GARP SCR, SASB FSA, Sustainability Reporting Certification) preferred.
- Minimum 8-10 years' experience, with at least 5 years in ESG, sustainability, responsible finance, or risk management within financial services or consulting.
- Strong understanding of ESG frameworks (GRI, SASB, TCFD, UN SDGs, Equator Principles).
- Experience in sustainable finance products, climate risk assessment, and stakeholder engagement.
- Exposure to ESG integration in a banking transformation context is highly desirable.

Key Competencies

Technical Competencies

- Expertise in ESG risk management and sustainability reporting.
- Knowledge of climate risk, social impact, corporate governance, and sustainable finance instruments.
- Strong data analysis and reporting skills (Power BI, ESG reporting software).
- Familiarity with regulatory ESG requirements and emerging sustainability trends in banking.

Behavioral Competencies

- High integrity and professional judgment.
- Strong leadership and influencing skills with the ability to engage senior stakeholders.
- Excellent communication and advocacy skills, with ability to translate ESG concepts into business opportunities.
- Strategic thinker with an innovative mindset.
- Resilience and adaptability in a transformation environment.

Performance Measures

- Development and execution of the Bank's ESG strategy.
- Timeliness and quality of ESG disclosures and regulatory compliance.
- Successful integration of ESG into lending, investment, and risk frameworks.
- Growth of sustainable finance products and portfolios.
- Stakeholder satisfaction and positive ESG ratings.
- Increase in staff ESG awareness and adoption of sustainable practices.

ALL applicants MUST apply online to the email: recruitment@familybank.co.ke; closing date is **7th February 2026**.

Canvassing will automatically disqualify the candidate. Only shortlisted candidates will be contacted.

“We are an equal opportunity employer”