



The bank that listens

BOARD MEMBER VACANCIES

CRDB Bank Plc is a leading commercial bank in Tanzania. Established in 1996, the Bank has grown and prospered over the years to become the most innovative and trusted Bank in the country. The Bank attained an important milestone when it was listed on the Dar Es Salaam Stock Exchange on 17th of June 2009. CRDB Bank Plc owns four subsidiaries namely CRDB Bank Burundi S.A., *CRDB Insurance Company Limited*, *CRDB Bank Foundation* and *CRDB Bank DR Congo S.A.*

The Board of Directors invites applications from suitably qualified candidates to fill five (5) positions of Board Members as follows:

- i. One (1) Independent Board Member to represent all shareholders,
 - ii. One (1) Board Member to represent the group of shareholders owning shares above 1% and below 10%.
 - iii. Three (3) Board Members to represent the group shareholders owning shares below 1%.
- All the above listed Board Members shall be elected by Shareholders in line with their shareholding categories save for the independent Board Member who will be elected by all Shareholders.
 - The names of qualified candidates will be presented to the 30th Annual General Meeting which will be held on 17th May 2025 for election.

Knowledge and Education background

In line with Section 5(2) of the Banking and Financial Institutions Act (Corporate Governance) Regulations, 2021 candidates for the Board member positions should have expertise and knowledge in the following academia: Banking; or Finance; or Accounting; or Auditing; or Law; or Economics.

Skills and Expertise

Considering the current composition of the Board, developments in technology and growth in digital banking, the following skills are needed: Data science and Cyber Security, Law, Accounting and Auditing, Engineering, Information Technology (Software engineering, technology and systems), Environmental Social Governance (ESG) and Sustainability, Human Resources, Insurance and Board Experience of at least three (3) years.

Role of the Board of Directors

1. Determine the Bank's vision, mission and values aimed at providing continuity and legal existence of the Bank.
2. Continuously monitor and evaluate the Bank's strategy to achieve the vision and mission and ensure the Bank survives and thrives.

3. Govern the Bank by broad policies and objectives, formulated and agreed with Managing Director. Such policies and objectives shall aim at ensuring that:
 - 3.1 Procedures and practices are in place to protect the Bank's Assets and reputation.
 - 3.2 The Bank complies with all relevant laws, regulations and codes of best practices; and
 - 3.3 The technology and systems used in the Bank are adequate to properly run the Bank for it to compete through efficient use of its assets, processes and human resources.
4. Monitor risk identification and its management to enhance shareholder value in the long run.

Mode of Application

Any person who wishes to be elected as Board member must apply letter, curriculum vitae, certified copies of relevant academic and professional certificates and awards, two passport size photographs, certified copies of the last page of their passports, and letters of recommendation from 3 references and declaration of indebtedness to banks.

Notification of receipt of application and other details will be sent to all applicants upon receipt of the applications. A successful candidate will serve for a term of 3 years which is eligible for renewal. Kindly note that the deadline for submission of the applications is **4.00 p.m. on Friday 28th February 2025.**

CRDB strongly encourages competent women to apply.

The contact for communication is:

Company Secretary

CRDB Bank Plc Head Offices, Ali Hassan Mwinyi road

P.O. Box 268,

Dar es Salaam.

Email: Boardmembers.Applications@crdbbank.co.tz.

Tel: +255 (0) 22 221 9566.

BY ORDER OF THE BOARD

Pascal T. Mihayo

COMPANY SECRETARY