



Head of IT

Job description

Human Resources

Job Description, Head of IT, Affinity Ghana

About Affinity

We support the unbanked and underserved, providing every individual and business with accessible and affordable financial services they can trust. Founded in 2013, Affinity launched in 2015 after acquiring PayFlex Microfinance Company Limited (soon to be Affinity Ghana).

Job Summary

The Head of IT would serve as Affinity's senior technology leader reporting to the COO. He/she will lead Affinity's technology strategy, execution, and operations. Additionally, the Head of IT will be focused on developing in-house skillsets and managing key vendor relationships to ensure that Affinity has the appropriate IT infrastructure to effectively support the achievement of its' objectives.

Key Responsibilities

1. Direct the design, development, and implementation of Affinity's IT Strategy, IT Platforms and Core Banking Solution
2. Direct and oversee all IT solutions-related projects to ensure that they are delivered and deployed cost-effectively
3. Works with business heads to align IT strategy to business strategy
4. Work with business partners and Group IT in business process mapping and re-engineering projects.
5. Lead the establishment of and adherence to technical standards aligned to best practices
6. Work with Group IT to develop and implement Enterprise Architecture strategies.
7. Oversee and maintain a secured IT platform for the entire banking operations ensuring appropriate IT Controls are implemented and maintained
8. Overall responsibility for core banking support, uptime, configuration, changes and upgrades.
9. Oversee systems development and enhancement and the integration of new systems with existing systems including the core banking system
10. Ensure that IT systems and procedures promote data and bank information security and business continuity.
11. Develop and implement all IT policies, procedures and governance framework, including those for architecture, security, disaster recovery, standards, purchasing, and service provision.

12. Lead the development, implementation and testing of business continuity and disaster recovery plans.
13. Oversee provision of end-user services, including help desk and technical support services.
14. Manage IT infrastructure development plans and projects in line with agile/scrum or other efficient methodologies.
15. Manage IT Vendor relations and Service Level Agreement (SLA) with application service providers
16. Prepare, manage and control the departmental budget
17. Recruit, train and retain talent in the IT department
18. Lead and create an innovative environment within the IT team and the entire organization; as well as supervise and direct the actions of his/her direct reports
19. Enable the entire organization decision-making to be data-driven

Key Skills and Requirements

1. Experience in the most current technologies and products used in the banking industry
2. Experience in use of scrum/agile methodology to manage projects
3. Experience in delivering major business or technology programs
4. Prior experience engaging with Technology vendors
5. Curious and innovative mindset
6. Detailed understanding of Banking Operations / Process reengineering
7. Understanding of IT Security Systems, Networking, Database management and cloud services

Education and Professional Training

1. Bachelor's Degree in Computer Science or related field
2. Master's degree in Information Technology
3. IT Certification in Project Management or Business Solutions Deployment
4. Minimum of eight (8) years experience in information technology, with at least 4 years in a senior IT role in the Banking Industry.

Application mode: all CVs should be sent to jobs@affinityghana.com