

JD Group Head, Corporate Strategy and Change

Job Title:	Group Head, Corporate Strategy and Change
Directorate/Division:	Finance and Commercial Services
Section/ Unit:	Strategy and Change
Location:	Nairobi
Reports to:	Group Executive Director
Direct Reports:	<ul style="list-style-type: none"> • Manager, Strategy and Performance Monitoring (I/II) • Manager, Transformation and Change (I/II)
Job Grade:	N/A
Job purpose:	
This role is responsible for creating organisational coherence through formulation and implementation of corporate strategic goals and objectives, monitoring the set plans, leading organisational change to drive performance management and change agenda initiatives for CPF Group.	
Key duties and responsibilities:	
<ol style="list-style-type: none"> 1. Lead the development and implementation of strategic initiatives to enable the Group to meet its strategic objectives and enhance shareholder value. 2. Identify, develop, and drive corporate strategic ambitions and change agenda initiatives and opportunities for the Group with a view of diversifying the customer base. 3. Define the structure and execution of strategic initiatives through the development of work plans, gathering and generation of relevant data, driving analyses, and the development of actionable recommendations. 4. Define potential business models to realise profitability opportunities and to comprehensively value business opportunities and ensure well-founded corporate strategies. 5. Develop and implement technology platforms, build analytical models and perform regular financial, market, customer, product, and performance research and analyses for the Group to make data-driven recommendations and support overall corporate strategic execution. 6. Oversee and review feasibility of new markets as well as their potential growth opportunities. 7. Institute tracking processes and provide the requisite support to enable the functional units to keep performance on track to achieve high standards of corporate performance and change management. 8. Participate in the development of appropriate organisation structures to meet current and future organisational needs. This includes departmental realignment during the restructuring process and corresponding review of staff compliments. 9. Develop initiatives to drive organisational change, culture evolution, follow up and provide advice on organisational change programs. 10. Undertake research on similar organisations for product, processes, and service standard improvement. 	

11. Establish collaborative and trusting relationships with the Group's key internal leaders and stakeholders to lead in suitable strategy formulation and overall business performance enhancement. 12. Identify and document risks related to the Strategy and Performance Monitoring services, processes, and products within the risk register. 13. Develop appropriate risk responses for identified risks to ensure the risks are mitigated and eliminate any possibility of recurrence. 14. Report any occurring risks regularly to the Risk Division. 15. Perform any other duties as may be assigned from time to time.	
Knowledge, experience, and qualifications required	
Academic and Professional Qualifications/Memberships to professional bodies:	
1. Master's' Degree in Business Management, Economics, Finance or relevant field 2. Bachelor's Degree in Business Management, Economics, Finance, or relevant field 3. Certificate in Strategic Management or any relevant professional qualification/ certification 4. Certificate in Change Management or any relevant professional qualification/ certification	
Experience Required:	
1. At least 10 years' relevant experience, 5 of which should have been in a managerial role in a similar organisation or busy function	
Role Competencies	
Technical Competencies:	Behavioural Competencies:
1. Project management 2. Strategic management 3. Change Management 4. Business growth 5. Sales and marketing 6. Relationship management 7. Market intelligence 8. Financial modelling 9. Business case 10. Conceptual, problem solving 11. Data analytics & business intelligence	1. Customer Focus 2. Cultivate Innovation 3. Drives Results 4. Collaborates 5. Action Oriented 6. Technology Savvy 7. Strategic Mindset 8. Drive vision and purpose 9. Business Insight 10. Build networks 11. Builds effective teams
Key Stakeholders	
Internal:	External:
1. Business development teams 2. Senior management 3. Board of Directors 4. Business units Heads	1. Shareholders 2. Other financial institutions