

“The Nation’s Bank”, **National Bank of Pakistan** aims to support the financial well-being of the Nation along with enabling sustainable growth and inclusive development through its wide local and international network of branches. Being one of the leading and largest banks of Pakistan, National Bank of Pakistan is contributing significantly towards socioeconomic growth in the country with an objective to transform the institution into a future-fit, agile and sustainable Bank.

In line with our strategy, the Bank is looking for talented, dedicated and experienced professional(s) for the following position(s) in the area of **Retail Banking**.

The individuals who fulfill the below basic-eligibility criteria may apply for the following position(s):

01	Position / Job Title	Regional Head (SVP)
	<b>Reporting to</b>	General Manager
	<b>Educational / Professional Qualification</b>	<ul style="list-style-type: none"> <li>• Minimum Graduation or equivalent from a local or international university / college / Institute recognized by the HEC of Pakistan</li> <li>• Candidates having Master’s degree from HEC recognized university / institution will be preferred</li> </ul>
	<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum 10 years of banking experience, out of which at least 03 years in a senior management role, managing Retail Banking Network (Conventional / Islamic) at a Country and / or Cluster and / or Regional and / or Area level or in a relevant role</li> </ul>
	<b>Other Skills / Expertise / Knowledge Required</b>	<ul style="list-style-type: none"> <li>• Leadership skills</li> <li>• Strategic planning skills</li> <li>• Team building, interpersonal and communication skills</li> <li>• Coaching &amp; mentoring</li> <li>• Analytical skills, critical thinking and multi-tasking</li> <li>• Ability to work under pressure, problem solving and decision-making skills</li> <li>• Proven track record of exceeding targets, sound negotiation and selling skills</li> <li>• Familiarity with all relevant SBP PRs, applicable policies etc.</li> </ul>
	<b>Outline of Main Duties / Responsibilities</b>	<ul style="list-style-type: none"> <li>• To plan and execute strategies for achievement of allocated KPIs and assigned targets through enhancement of business, reduction of expenses in coordination with respective Regional Executives</li> <li>• To supervise team(s) for retention and procurement of retail (Conventional &amp; Aitemaad), commercial, SME &amp; Agri business</li> <li>• To engage all Branch Managers and other sales staff of the Region for delivery against assigned KPIs to achieve the targeted profitability</li> <li>• To cascade branch business targets to field functionaries and regularly track and drive performance of the branches in line with assigned targets</li> <li>• To conduct the periodic review of branches' Consumer Portfolio (Conventional &amp; Aitemaad) of Assets, Liabilities, and wealth management business and other businesses to ensure/ support the achievement of annual performance targets</li> <li>• To support respective Regional Executives to enhance non-fund-based income through cross-selling / other channels and non-accretion of product-wise NPLs</li> <li>• To provide recommendations for locations to open new branches/ close branches based on the business opportunity and competition. Further coordinate with the respective team regarding administrative matters</li> <li>• To recommend branches for conversion to Islamic or for offering Islamic services through IBWs, based on the business potentials</li> <li>• To review and approve all Retail (Conventional &amp; Aitemaad), commercial and SME Loans within the Region as per the approved discretionary powers in vogue and monitor the Turn Around Time as per the guidelines provided by the Bank and the regulatory</li> </ul>

		<p>authority</p> <ul style="list-style-type: none"> <li>• To conduct regular meetings with all Regional Executives to ensure smooth continuity of (Conventional &amp; Aitemaad) consumer, retail, agri, commercial and SME business and branch operations</li> <li>• To provide required support to the management for promoting institutional sales of NBP consumer products and services (Conventional &amp; Aitemaad)</li> <li>• To extend support in devising and executing campaigns for marketing of retail (Conventional &amp; Aitemaad) assets, liabilities, and wealth management products and services / commercial and SME products and services</li> <li>• To coordinate with IT for removal of impediments in order to optimize business objectives</li> <li>• To ensure that all complaints pertaining to areas falling under the Retail Banking Group domain are responded to and resolved in a timely manner</li> <li>• To set and monitor targets (Performance &amp; Competency) of key functionaries under his/her direct reporting and deploy techniques and strategies to achieve the budgeted targets</li> <li>• To rapidly grow customer base at assigned branches. Identify and implement action plans in branches for achieving business growth objectives and targets defined at New to Bank (NTB) customer</li> <li>• To facilitate Financial Control Group Head Office in the preparation of regional level budget pertaining to areas falling under RBG domain</li> <li>• To provide required support to respective Regional Executive Operations in preparing the regional level budget and its distribution among branches/field functionaries</li> <li>• To monitor the controls of branches in the assigned region with reference to the compliance of applicable policies and procedures pertaining to Retail (Conventional &amp; Aitemaad)/ Commercial &amp; SME/ Operations/ HR/Support Services. Additionally, for Islamic business, Shariah regulations and SB Directives shall also be complied</li> <li>• To maintain portfolio MIS as prescribed by the Management for reporting and monitoring of liabilities and consumer assets portfolio</li> <li>• To liaise and coordinate with Regional teams of Operations/ HR/ Support Services while ensuring customer service</li> <li>• To provide recommendation for transfer &amp; posting cases relating to staff at branches and of regional teams</li> <li>• To exercise expense approval powers along with the respective team against respective account heads and as per the criteria spelled out in the document of financial powers in vogue</li> <li>• To visit branches periodically and ensure that the environment is customer oriented and service based. Also ensure that shariah compliant environment is maintained at IBWs within the Region. Visit report in the matter should be shared with respective supervisor for corrective actions</li> <li>• To ensure compliance of Banking Laws, Regulations, Banking instructions and procedures</li> <li>• To maintain all files/ documentation and ensure comprehensive records maintenance related to daily Business operations</li> <li>• To ensure Audit requirements and observations related to business are addressed (both internal and external) and implement measures to minimize and curtail recurrence. Also ensure that shariah compliant environment is maintained at IBWs within the Region</li> </ul>
--	--	---

	<ul style="list-style-type: none"> <li>• To ensure all processes are completed within the specified TAT</li> <li>• To ensure all SOPs are followed as per policies and procedure of the Bank</li> <li>• To perform any other assignment as assigned by the supervisor(s)</li> </ul>
<b>Place of Posting</b>	Bahawalpur and Larkana
<b>Assessment Interview(s)</b>	Only shortlisted candidates strictly meeting the above-mentioned basic eligibility criteria will be invited for panel interview(s).
<b>Employment Type</b>	The employment will be on contractual basis, for three years which may be renewed on discretion of the Management. Selected candidates will be offered compensation package and other benefits as per Bank's policy / rules.

Interested candidates may visit the website [www.sidathyder.com.pk/careers](http://www.sidathyder.com.pk/careers) and apply online within 10 working days from the date of publication of this advertisement as per given instructions.

Applications received after due date will not be considered in any case. No TA / DA will be admissible for interview.

**National Bank of Pakistan is an equal opportunity employer and welcomes applications from all qualified individuals, regardless of gender, religion, or disability.**