

JOB TITLE	:	HEAD OF ANALYTICS (D5)
REPORTS TO	:	CHIEF OPERATING OFFICER
BUSINESS UNIT	:	OPERATIONS
LOCATION	:	HEAD OFFICE: PRETORIA
POSITION STATUS	:	PERMANENT

## Purpose of the Job

**The Head of Analytics will lead the data analytics function within the bank, overseeing the development and execution of data analytics initiatives.**

Accountable for the implementation and management of the Bank's insights and analytics function as it pertains to the Bank's operations. Must also provide MIS and analytics support to the wider Bank including other departments such as Product, Risk, Distribution, Operations, etc.

## Job Responsibilities

### Strategy development and Leadership:

- Develop a comprehensive data analytics strategy and roadmap aligned with the bank's overall business objectives.
- Lead, mentor, and manage a team of data scientists, analysts, and data engineers.
- Foster a data-driven culture within the organization, promoting the use of data analytics across all departments
- Strategy implementation and Management
- Implement the agreed strategy. This includes people, process and technology capabilities
- Define the vision and objectives of the analytics function and embed real time information provision across the organisation.
- Ensure the efficient management of function/resources in accordance with the stipulation of the PFMA, fraud prevention and risk management principles, Corporate Governance, legislation agreement, Company policies, practice procedures, regulation, Delegation of Authority, etc.

### Data Governance and Quality:

- Establish and lead a data governance framework, including policies, standards, and procedures.
- Ensure compliance with regulatory requirements related to data management and privacy (e.g., GDPR, CCPA, POPIA).
- Promote a data-driven culture within the organization
- Ensure the integrity, accuracy and security of data across the bank.
- Collaborate with IT and compliance teams to ensure adherence to data privacy regulations.

### Stakeholder management:

- Work closely with senior management to understand business needs and translate them into data analytics solutions.
- Present findings and recommendations to executive leadership and other key stakeholders in a clear and compelling manner.
- Act as a liaison between the data analytics team and other departments, ensuring alignment and collaboration.
- Participate in Postbank strategic forums by providing insights to guide the discussions

### Technology and Tools:

- Evaluate and implement cutting-edge analytics tools and platforms that meet the bank's needs.
- Enable user self service via the provision of analytical tools and technologies to areas supported.
- Stay up-to-date with industry trends and emerging technologies in data analytics.
- Optimize data analytics infrastructure to improve efficiency and scalability.

## Performance Monitoring and Reporting:

- Develop and manage dashboards, reports, and data visualization tools to track performance against business objectives.
- Deliver both standardised as well as customised reports to meet user needs
- Proactively develop and communicate deep insights that will add economic value to the Bank. Insights must be based on a thorough and methodical analysis of the data.
- Regularly review and refine analytics processes to ensure continuous improvement.
- Monitor industry benchmarks and ensure the bank's analytics capabilities are best-in-class.

## Qualifications, Experience, Knowledge and understanding of:

- Completed a Post B-Degree in Statistics, Mathematics, Computer Science, Economics, Engineering or related field (NQF8)
- Completed or studying towards a master's qualification
- At least 10 years' experience in implementing and managing an analytics function.
- + 5 years banking or financial industry experience
- Proficiency in data analytics tools (e.g., Python, R, SQL) and platforms (e.g., Hadoop, Spark, Tableau, PowerBI).
- Strong understanding of predictive modelling, machine learning, AI, and big data technologies to solve business problems
- Experience with cloud computing platforms such as AWS, Azure, or Google Cloud.
- Statistical analysis and modelling including hypothesis testing, regression analysis and predictive modelling (research methodology)
- Familiarity with large data platforms and technologies for handling and analysing large scale data sets
- System design and analysis
- Understanding of business operations, banking industry trends and an ability to translate business requirements into analytic solutions
- Experience in developing and executing analytic strategies aligned with organisational goals and priorities

## Skills and Abilities

- Excellent communication skills, both verbal and written with the ability to present complex technical information to non-technical stakeholders
- Strong project management skills and ability to deliver projects within allocated budget
- Knowledge of the Consumer Protection Act, POPIA and/or South African Bank Act
- Strong attention to detail and commitment to data accuracy, quality and integrity
- Build relationships between various stakeholders to foster collaboration
- Methodical
- Creative or Innovative
- Analytical and strategic thinker
- Self- driven and resilient
- High pressure tolerance
- A bility to manage a team of and data analysts

## How to Apply

If you wish to apply and meet the requirements, please forward your Curriculum Vitae (CV) to [RecruitmentSN@postbank.co.za](mailto:RecruitmentSN@postbank.co.za) Please indicate in the subject line the position you are applying for. To view the full position specification, log on to [www.postbank.co.za](http://www.postbank.co.za) and click on Careers.

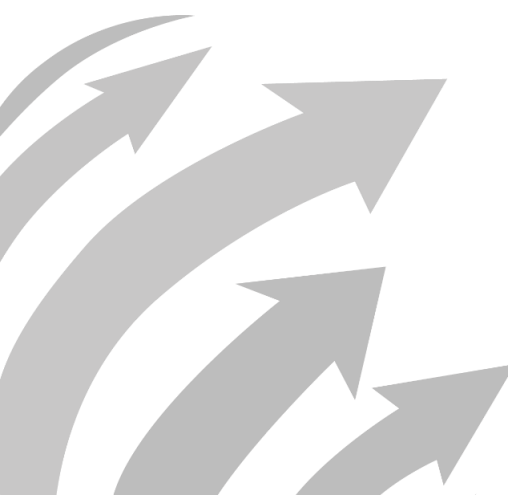
## Closing Date

**11 September 2024**

## Disclaimers

The South African Postbank SOC Limited is committed to the achievement and maintenance of diversity and equity in employment, especially with regard to race, gender and disability. In compliance with the bank's employment equity plans, first preference will be given to candidates from designated groups. Correspondence will be limited to short listed candidates only.

If you do not hear from the South African Postbank SOC Limited or its Agent within 3 months of this advertisement, please accept that your application has been unsuccessful. The South African Postbank SOC Limited reserves the right not to fill the positions or to re-advertise the positions at any time.



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