

JOB DETAILS

Job Title	Head: Credit Risk Workouts & Restructure
Division	Risk Management
Unit	Risk Management
Remuneration	1 695 621,00
Job Type Classification	Permanent
Location - Country	South Africa
Location - Province	Gauteng
Location - Town / City	Centurion
Email CV to	recruitment@tianaconsulting.co.za

MAIN PURPOSE OF THE JOB

The position reports directly into the Workout & Restructuring Business Area and the delivery is based on all credit risk matters related to workout & restructuring. Manage all credit assessment functions related to the Workout & Restructuring of defaulted loan facilities. Manage, review and recommend improvements to all lending activities and risks associated to credit granting and underlying clients within approved Land Bank mandate and risk appetite as determined by the Bank from time to time in accordance to approved Credit Policies, norms and mandates, based on post mortem findings and reviews conducted on the defaulted W & R portfolio. Provide leadership to ensure that the key strategic objectives are met. Responsible to manage and mitigate credit risk resident across W&R portfolios segmented across the Banks Regional Business units. Be responsible for adopting and optimising a best fit operational model with the appropriate finance, governance and risk framework and controls, and ensure alignment with the Bank's guidelines, policies and legislation

- Establish, input, implement and take lead in the reviewing of credit policies; procedures; credit risk frameworks in collaboration with internal and external stakeholders.
- Introduce and embed operational efficiencies by implementing a customer centric credit strategy function inclusive of related policies, norms and SOP and making informed credit recommendations.
- Identify improvement opportunities to credit processes which will reduce risk by conducting gap analysis for emerging commercial farmers, medium and large commercial farmer segments at a regional level and support Land Bank's prudent lending approach.
- Manage credit risk by keeping abreast of appropriate legislation through relevant research and benchmarking to align to industry best practices.

Key Performance Areas

1. Formulate and implement W&R credit strategy

- Analyse the Bank Strategy and Roadmap to determine future trends, strategic direction and implications to Commercial Banking and Transformation Credit function
- Compile the W&R Credit strategy and roadmap aligned to overall Bank Strategy and Commercial Plan and buy-in
- Design and implement the WR Credit business plan for each financial year aligned to the approved overall Land Bank Corporate Plan.

- Facilitate credit process improvement and act as a further interface between Banking and Credit Divisions based on the deficiencies identified in WR defaulted loans.
- Promote the principle of Treating Customers Fairly (TCF) by providing direction and monitoring the delivery of the TCF behaviours and outcomes.
- Work with banking senior management, internal and external stakeholders to ensure credit offering are tailor-made to support Land Bank's customer value proposition

2. Develop and ensure compliance to all credit policies and agricultural evaluation norms

- Ensure compliance to all credit criteria and agricultural evaluation norms which are in line with best practice
- Roll-out approved credit policies and in collaboration with internal stakeholders and implement effective training interventions
- Align and review Credit policies and agricultural evaluation norms to the Land Bank risk appetite
- Ensure that policies are clear, transparent and are communicated to all stakeholders
- Address internal audit findings and put remedies in place to prevent future similar findings
- Implement, monitor and review credit risk models, credit submissions and align to changing environments
- Remain abreast of changing agricultural trends and align agricultural evaluation norms
- Compile reports as required for the different governance structures and management.
- Ensure that client's information is updated on the relevant systems as and when required in collaboration with the Specialist: Compliance and Administration.

3. Manage and oversee W&R credit risk assessments

- Manage compliance to Workout & Restructuring banking credit granting policies and procedures.
- Manage all Workout & Restructuring credit aspects effectively by continuously reviewing quality of credit risk granting and mitigation.
- Influence, guide and support Commercial Banking & Transformation and CB & SI)

4. Arrears monitoring , management and reporting – restructuring

Portfolio Management

- Assume a credit risk portfolio management responsibility for allocated defaulted Banking clients, across all segments that have been transferred to the Work out and Restructuring Unit.
- Engage internal stakeholders such as the Banking, Credit team, Legal and Portfolio Performance Management teams to obtain an understanding of the client and the client's business and associated reasons for default.
- Provide oversight on all the necessary documents required in drafting the new agreements

Monitoring and Evaluation of restructured customer accounts

- Monitor all accounts within given portfolio to ensure that desired results are achieved pertaining to the approved turnaround and performance and ensure that all subsequent terms and conditions of approval are met.
- Obtain management information from client within prescribed timelines, analyse and engage clients regarding performance variances ensuring that action plans are in place to close the gaps of any negative variances.
- Provide portfolio and client information to Finance Division for consideration in impairment calculation

5. Manage stakeholder relationships

- Participate in the reviewing of policies and procedures where workout and restructuring subject expertise may be required.
- Facilitate mutual agreement with various stakeholders on the resolution of issues, hold meetings and the delivery of inter-dependent outputs and results.
- Manage, negotiate and agree on expected outcomes with stakeholders and enter into service level agreements.
- Manages Service level agreement with Commercial Banking and Transformation to ensure application considered for approval by Commercial Banking and Transformation credit meet minimum service level standards.
- Conducts key customers visits quarterly to promote customer retention and revenue growth.
- Manage relationships expectations within the allocated time frame.

6. Departmental and People Management

- Performance Management
- Capacity Planning
- Financial Management

Preferred Minimum Education and Experience

- B Degree in agricultural economics / finance / Commerce/Credit Risk/Accounting
- 8 years Managerial experience in credit granting environment
- 5 years Senior management level

Critical Competencies

- Agricultural Development and transformation
- Credit Granting Policies, Norms & Procedures
- Legislation
- Financial & accounting Principles
- Credit & financial analysis
- Project Finance
- Credit Lending Strategy and Systems
- Additional Requirements Extended hours as and when required.
- Travel as and when required.

