

**SENIOR MANAGER DATA SCIENTIST -1 POSITION****ABOUT US:**

Tanzania Commercial Bank is a Bank that provides competitive financial services to our customers and creates value for our stakeholders through innovative products with a vision "to be the leading bank in Tanzania in the provision of affordable, accessible and convenient financial services". As part of organizational development and management of its human capital in an effective way, Tanzania Commercial Bank commits itself towards attaining, retaining and developing the highly capable and qualified workforce for Tanzania Commercial Bank betterment and the Nation at large.

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| <b>Position:</b>    | <b>Senior Manager Data Scientist</b>           |
| <b>Rank</b>         | <b>Principal Relationship Officer I</b>        |
| <b>Department:</b>  | <b>Digital &amp; Innovation</b>                |
| <b>Salary Scale</b> | <b>COBSS 9 ( at Principal level I)</b>         |
| <b>Reports to:</b>  | <b>Chief Manager Digital &amp; Innovations</b> |
| <b>Location:</b>    | <b>Dar es Salaam</b>                           |

**POSITION OBJECTIVE**

The Senior Manager – Data Scientist will drive TCB Bank's data transformation journey by developing advanced analytical models that inform strategic decisions, improve customer experience, and optimize business performance. The role will lead the end-to-end design and implementation of data science initiatives, from descriptive to prescriptive analytics, ensuring that insights generated directly translate into commercial value for the bank.

**KEY RESPONSIBILITIES****1. Data Science Strategy & Leadership**

- Develop and execute TCB's data science roadmap to accelerate the bank's shift from descriptive to predictive and prescriptive analytics.
- Lead a team of data scientists, analysts, and data engineers in building scalable, business-impactful analytics solutions.
- Promote a strong data-driven culture across all divisions, influencing strategic initiatives in Retail, Corporate, Risk, Treasury, and Operations.
- Partner with the Head of Data & Analytics to integrate analytics into business strategy, digital banking, and innovation initiatives.

**2. Model Development & Advanced Analytics**

- Design, develop, and deploy machine learning and AI models to support:
- Credit scoring and risk modeling
- Customer segmentation and churn prediction

- Fraud detection and transaction monitoring
- Pricing and product optimization
- Campaign targeting and lifetime value modeling
- Apply predictive and prescriptive analytics to improve decision-making in lending, deposits mobilization, and customer engagement.
- Ensure models are explainable, ethical, and compliant with regulatory standards (BOT, GDPR, etc.).
- Oversee model performance monitoring, versioning, and continuous improvement.

### **3. Data Infrastructure & Governance**

- Work with IT and Data Engineering teams to ensure data quality, integrity, and accessibility through robust pipelines and governance frameworks.
- Ensure alignment with TCB's enterprise data management standards and data protection policies.
- Define and implement MLOps best practices for model deployment and lifecycle management.

### **4. Stakeholder Collaboration**

- Collaborate with business leaders to translate strategic objectives into data science use cases.
- Communicate complex analytical findings in clear, actionable terms to senior management and business teams.
- Support business units with data-driven recommendations for product development, risk mitigation, and operational efficiency.

### **5. Team Development & Mentorship**

- Recruit, train, and mentor data science professionals within the department.
- Encourage experimentation, innovation, and continuous learning in new AI/ML technologies.
- Establish a knowledge-sharing framework to upskill cross-functional teams on analytics driven decision making

### **QUALIFICATIONS, SKILLS & EXPERIENCE**

Holder of Master Degree in one of the following fields; Data Science, Statistics, Mathematics, Computer Science, Engineering and Information Technology, computer Engineering or Equivalent qualifications from recognized institutions with at least sixteen (16) years of experience:

- At least 3 years in a leadership or managerial role within financial services, banking, or fintech.
- Proven experience in developing and deploying machine learning models in production.
- Proficiency in Python, R, SQL, and related analytical libraries (Pandas, Scikit-learn, TensorFlow, PyTorch).
- Strong knowledge of cloud platforms (Azure, AWS, GCP) and visualization tools (Power BI, Tableau).
- Understanding of banking operations, risk management, and regulatory compliance is highly desirable.

## **PERSONAL ATTRIBUTES AND BEHAVIOURAL COMPETENCIES**

- Ability to demonstrate Tanzania Commercial Bank core values: - Customer Focus, trustworthy, Creativity, Teamwork and Excellence
- Ability to priorities work and to meet deadlines.
- Ability to work quickly, accurately and consistently when under pressure.
- A methodical and well-organized approach to work.
- Mature and able to work in a confidential environment.
- Has sound judgment, common sense and good humor

The position will attract competitive salary packages and benefits. Applicants are invited to submit their resume via the following link:- <https://www.tcbbank.co.tz/careers> **applications via other methods will not be considered. Applicants need to fill their personal information, academic certificates, work experiences, and application letter. Other credentials will be submitted during the interview for authentic check and administrative measures.**

Tanzania Commercial Bank has a strong commitment to environmental, health and safety management. Late applications will not be considered. Short listed candidates may be subjected to any of the following: a security clearance; a competency assessment and physical capability assessment.

**DEADLINE OF THE APPLICATION IS 18<sup>TH</sup> DECEMBER, 2025.**