



TONGA DEVELOPMENT BANK

CHIEF EXECUTIVE OFFICER (CEO) FOR TONGA DEVELOPMENT BANK (TDB)

The Tonga Development Bank's vision for delivery of banking services is aimed to be recognized as Tonga's outstanding provider of banking finance which employs prudent banking principles to meet customer needs, demonstrates integrity and operates profitably. To help achieve this aim, the Board of Directors of the Tonga Development Bank (TDB) seeks to appoint a Chief Executive Officer to drive the vision of Tonga's Only Bank.

The Chief Executive Officer reports to the TDB Board of Directors and is responsible to the Board for the overall leadership, direction, management and development of the Bank in accordance with the TDB Act 2014, Articles of Association, Companies Act, Financial Institutions Act, other relevant legislations and regulatory requirements, Government and operations policies, good corporate governance and business ethics established by the Board of Directors.

Applications are welcomed from individuals who possess outstanding strategic thinking capacity, demonstrated leadership capability, outstanding banking experience and superior management skills. The CEO role is particularly suited to individuals who are commercially focused, skilled in supporting innovation and providing direction to substantial change management initiatives at the policy, systems and process levels.

The role will work closely with the Chairman and Board of Directors in defining and developing major organizational reforms aimed at optimizing the return on Bank's investment in services and programs. High orders of communication, negotiation and influencing skills are essential, as is a demonstrated track record of effective resource management.

Essential skills required of the advertised CEO roles will be to:

- Provide the Board of Directors with high quality policy and program development advice
- Drive strategic planning and resource management accountabilities
- Provide executive direction to professional, technical and operational teams
- Identify improvement in service delivery and efficiencies in cost of government
- Lead implementation of organization & system changes to improve productivity
- Model collaboration with TDB Board of Directors, Ministry of Finance, the Government of Tonga (shareholder) and stakeholders to ensure high standards of communication and customer service
- Intellectual capacity, high level of integrity and performance focused

Term of appointment: Contract term of up to five (5) years.

Remuneration: An attractive remuneration package commensurate with qualifications and experience of the successful candidate.

Accountabilities

The Chief Executive Officer is responsible to the TDB Board of Directors for implementing Bank policies and decisions, and for managing the administrative, operational and broader functions and activities of the TDB.

Specifically, the purpose and essential skills of the role is to:

- Provide efficient and effective development and implementation of Bank dealings and policies in accordance with TDB Act 2014, National Reserve Bank of Tonga regulatory and prudential statements and priorities required from the Ministry of Finance.
- Demonstrate an effective approach to TDB policy coordination, monitor policy implementation and evaluate outcomes on a regular basis
- Provide high quality, timely, and consistent policy advise and operational performance reports to the Board of Directors
- Demonstrate thorough understanding of the banking, processes and standards in a global and regional context.

Experience and Qualification

- Tertiary educational qualification relevant to the position and proven track record of operational management experience in a senior leadership and management position in a Commercial Bank or in a comparable organization, proven high performance delivery in policy, strategy, program administration, staff supervision and performance management in the relevant field.
- Essential skills of the CEO position along with proven commercial banking and financial skills and being IT literate will be advantageous.

How to Apply:

- Applicants who possess most of the qualities described under the essential skills, accountabilities, experience and qualification for the CEO position should request and Application Information Kit. An Application Information Kit can be obtained by contacting the Head Office, Human Resource department PH (676)23333 ext 221 or email tdevbank@tdb.to.
- Applications will be treated in strict confidence and should include a full CV and names and addresses of 3 referees whom the Bank can contact for references.
- Written Applications must be addressed to the following address and to be received by **4:30pm on Thursday 13 September 2018**.

The Chairman
TDB Board of Directors
P.O.Box 126
NUKU'ALOFA, TONGA.

- Candidates should refer to the Application Information Kit in preparing an application, ensuring that all requirements are satisfied. Incomplete documentation may prevent proper consideration of the application. Given the brevity of time, signed emailed applications will be acceptable. Email applications should be forwarded to tdevbank@tdb.to by the closing date of **4:30pm, Thursday 13 September 2018**.