



## **JOB ADVERTISEMENT**

### **CHIEF EXECUTIVE OFFICER (CEO) FOR TONGA DEVELOPMENT BANK (TDB) GROUP**

The Tonga Development Bank Group 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 Group seeks to appoint a Chief Executive Officer to drive the vision of Tonga's Only Bank.

The Chief Executive Officer reports to the TDB Group 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 Governance Framework.

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 Chair 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
- Demonstrate professional and ethical standards collaboration with TDB Board of Directors, Ministry of Finance, Shareholders 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 3 years and renewal for further 1 year based on achieving annual performance target (KPI).

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

#### **Accountabilities**

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

### **Experience and Qualification**

- Tertiary educational qualification relevant to the position and proven track record of operational management experience in senior leadership with over 10 years in a 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 an Application Information Kit. An Application Information Kit can be obtained by contacting the Head Office, Human Resource Department PH (676)23-333 ext 117 or email [tdevbank@tdb.to](mailto: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 Friday 8 August 2025**.

The Chair  
TDB Group 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](mailto:tdevbank@tdb.to) by the closing date of 4:30pm, Friday August 8 2025.