

CALL for INDEPENDENT BOARD MEMBER POSITION

At BPB, we are passionate about helping customers and the communities where we live and work. As the best Bank in 2018 and 2019 according to "The Banker", we are one of the country's most respected, innovative and successful financial institutions.

Our strategic goal is to support the development of Kosovo's economy and businesses. Therefore, our focus is to create sound and long-term relations with the customers through our values - trust, honesty, integrity, transparency, open communication and responsibility.

BPB is looking to appoint **Independent Members of its Board of Directors** aiming to compose an efficient body to deliver on its long-term strategy and based on local legal and regulatory requirements, best local and international standards and practices of sound corporate governance of banks.

The board has ultimate responsibility for the bank's business strategy and financial soundness, key personnel decisions, internal organization and governance structure and practices, and risk management and compliance obligations. The Board of Directors and its individual members ensure that the BPB is managed in a way that preserves its safety and sustainability, by operating in a way that takes into account the interests of all stakeholders under applicable national laws and supervisory standards.

MAIN RESPONSIBILITIES:

- Actively engage in the affairs of the bank and keep up with material changes in the bank's business and the external environment as well as act in a timely manner to protect the long-term interests of the bank;
- Oversee the development of and approve the bank's business objectives and strategy and monitor their implementation;
- Play a lead role in establishing the bank's corporate culture and values;
- Oversee implementation of the bank's governance framework and periodically review that it remains appropriate in the light of material changes to the bank's size, complexity, geographical footprint, business strategy, markets and regulatory requirements;
- Establish, along with senior management and the CRO, the bank's risk appetite, taking into account the competitive and regulatory landscape and the bank's long-term interests, risk exposure and ability to manage risk effectively;
- Oversee the bank's adherence to the RAS, risk policy and risk limits;
- Approve the approach and oversee the implementation of key policies pertaining to the bank's capital adequacy assessment process, capital and liquidity plans, compliance policies and obligations, and the internal control system;
- Require that the bank maintain a robust finance function responsible for accounting and financial data;
- Approve the annual financial statements and require a periodic independent review of critical areas;
- Approve the selection and oversee the performance of the CEO, key members of senior management and heads of the control functions;
- Oversee the bank's approach to compensation, including monitoring and reviewing executive compensation and assessing whether it is aligned with the bank's risk culture and risk appetite;
- Oversee the integrity, independence and effectiveness of the bank's policies and procedures for whistleblowing;
- Actively and openly participate in reviews of the performance of the Board as a whole and the performance of the individual members;
- Be and remain at all times fit and proper to carry out their roles in accordance with the criteria issued from time to time by the Central Bank of the Republic of Kosovo.

For more information on the role and responsibilities of the Board of Directors and its individual members, please consult the following:

1. Law no. 04/I-093 "On banks, microfinance institutions and non-bank financial institutions";
2. Regulation "On Corporate Governance of Banks"; and
3. Other regulations issued by the Central Bank of Republic of Kosovo on banks supervision and regulation;

KEY REQUIREMENTS:

- University degree in Economics, Finance or Law or other relevant fields of studies. Master Degree or EMBA would be an asset;
- Considerable knowledge and at least five (5) years of experience of best practice in business strategy, financial management, risk management and compliance, corporate governance frameworks and methodologies, gained in senior management roles in financial and non-financial organisations;
- Able to commit the sufficient time and efforts to regularly and actively attend Board meetings, be prepared before the meeting by reviewing the necessary relevant materials;
- A strategic and innovative thinker with a hands-on approach and strong business acumen;
- Strong ability to identify key issues and opportunities within the technology solutions, and develop appropriate policies to define the parameters within which the organisation should operate;
- Demonstrate an understanding of the importance of teamwork to the success of the board, including an ability to recognize and value the contributions of board members, staff, and stakeholders;
- A natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals;
- A politically savvy leader with ability to drive change;
- Reputable, demonstrated high level of integrity, honesty and independence of mind;
- Ability to demonstrate excellent judgement under pressure;
- Fluent written and spoken English.

The professionals interested to contribute in the success of BPB as Directors should send a comprehensive CV in English to the dedicated email address: **boardnominations@bpbbank.com**

Closing date for applications is 28 February 2020.

All applications will be treated with the strictest confidence.

Some of the information that you provide upon submission of your application is personal data (e.g. name, address, phone numbers, professional experience, education, CV details, references, etc.) and is covered by the special protection regime under the local legislation on data protection.

BPB, may process your personal data for the purpose of selection of suitable candidates for the position as set out above. Your personal data will be stored during the selection campaign and afterwards upon your explicit consent or as required by the applicable law or our internal policies.

