



EXTERNAL VACANCY

DEPUTY DIRECTOR: INFRASTRUCTURE AND PROPERTY MANAGEMENT

Applications are invited from suitable and qualified candidates for the Deputy Director: Infrastructure and Property Management. The position is permanent and pensionable and reports directly to the Chief Operations Officer.

JOB PRIMARY PURPOSE

To provide strategic leadership and operational oversight of the Bank's property and infrastructure portfolio, comprising capital, leased, and other property assets and equipment, to ensure their preservation, optimisation, and long-term value. The Deputy Director is accountable for safeguarding and enhancing the value and integrity of all CBE properties, leading the planning and delivery of capital and infrastructure projects, and ensuring that all property assets are managed efficiently, cost-effectively, and in compliance with applicable standards, regulations, and governance requirements.

KEY JOB FUNCTION

- Develop and manage a properties management program, including preventative maintenance and life-cycle requirements in line with Bank Policies.
- Manage the Bank's physical infrastructure, both office and residential, ensuring adequate provision of resources for its maintenance and upkeep to prolong its longevity in line with best practice and professional standards.
- Direct the planning, development, maintenance, and continuous improvement of the Bank's civil infrastructure portfolio.

- Collaborate with clients, contractors, and design professionals to discuss and resolve problems, including work procedures, complaints, and construction or design issues.
- Draft and implement routine maintenance schedules and standards; ensure compliance with these standards.
- Conduct risk assessments; report identified risks to the Chief Operations Officer and provide recommendations for mitigation of risk.
- Ensure compliance with industry, contractual, and CBE regulations, standards, specifications, and best practices.
- Lead the planning, execution, and close-out of projects from inception to completion.
- Administer all property-related contracts, ensuring adherence to terms and conditions by all parties.
- Manage contractor and vendor relationships throughout the contract lifecycle.
- Lead, supervise, and develop the properties and maintenance team.
- Prepare and manage the departmental budget, ensuring alignment with strategic priorities.

QUALIFICATIONS AND EXPERIENCE

- Master's degree in Civil Engineering, Property Management, Quantity Surveying or equivalent, and a professional qualification in Project Management (e.g. PMP, PRINCE2 or Equivalent)
- Seven (7) – Ten (10) years of experience in property development and management, including demonstrated project management experience for sizeable infrastructure projects. Experience in working with the FIDIC Silver and White Books will be an added advantage.
- Proven supervisory experience in leading a team of professionals, technical, and administrative support staff.

KNOWLEDGE & SKILLS

- Project management and coordination skills.
- Ability to build and sustain productive stakeholder relationships.
- Ability to demonstrate ethical conduct and professional judgment.
- Applies commercial insight to support strategic decision-making.
- Focuses on achieving targets while maintaining quality standards.

REMUNERATION

The Bank offers a competitive remuneration package commensurate with value add, experience, and qualifications.

DEADLINE

Applications accompanied by detailed resumes and certified copies of tertiary certificates should be emailed to recruitment@samkho.co.sz by **Friday, 26 June 2026** at **5p.m.** Please quote the job reference code in the email subject line.

Applications should clearly indicate the post applied for in the 'subject' box. Please note that shortlisted candidates will be contacted. Should an incumbent not hear from the Bank within two weeks of the closing date of this communication, please consider the application as not successful.