

Bank of Baroda (Botswana) Ltd., a leading financial institution in Botswana and wholly owned subsidiary of Bank of Baroda, India, is seeking applications from qualified and experienced professionals for appointment as **Independent Non-Executive Directors** on its Board for Botswana.

Eligibility Criteria:

Applicants must fulfill the following criteria:

- a) **Educational Qualification:** - Must be a minimum graduate with additional certifications/ higher qualifications in any field such as compliance, risk, economics, law, corporate governance, Finance, accounting, Investment, Information technology relevant to Banking
- b) **Experience:** Demonstrated expertise in banking, finance, economics, risk management, law, corporate governance, compliance, Information Technology and should have experience of working on the Board of any reputed organization, preferably financial institution having in depth knowledge of corporate governance and functioning of Board.
- c) **Independence:** Must not have any material relationship with the Bank that could impair independence.
- d) **Regulatory Compliance:** Should meet the **Bank of Botswana's** corporate governance requirements.
- e) **Reputation & Ethics:** Must have a strong track record of integrity, leadership, and sound judgment.
- f) The person should not be serving as a director of another bank, statutory bank, non-bank financial institution, or any other financial institution within financial sector in Botswana.
- g) The person should not be employed directly by another bank, statutory bank, or non-bank financial institution, or any other financial institution that falls within supervisory purview of the Bank.
- h) The person (directly or indirectly, alone, or acting in concert with others) should not have accommodation from a bank or other exposure that exceed the limit prescribed by section 17(5), (7)- (8) of the Banking act and the Bank of Botswana guidelines on transactions with related person of a Bank.

Preferable: - Preference will be given to candidates who are citizens of Botswana (Motswana), possessing the requisite qualifications, experience, and integrity as per regulatory requirements.

Roles & Responsibilities: Some of Major role and responsibilities are outlined as under: -

- Provide strategic direction and governance oversight as a member of Bank's Board.
- Review and assess the effectiveness of the Company's policies and practices with respect to risk assessment and risk management.
- Ensure through management on compliance with regulatory and governance frameworks.
- Contribute to board level decision making on key areas such as risk management, compliance, financial performance, and corporate governance, policies related matters, implementation of new initiatives etc.
- Act in the best interest of shareholders and stakeholders of the Bank.
- Adopt, implement and monitor compliance with the Bank Code of Conduct and ethics guidelines.
- Review periodically the Bank corporate objectives and policies relating to social responsibility.
- Will be responsible for information technology (IT) governance etc.
- Evaluation of Board, Board chairman and independent board members.
- Any other duties related to Independent Non-Executive director in the board of bank.

Application Process:

Interested candidates meeting the eligibility criteria may submit their **CV and a Cover Letter** outlining their suitability for the position to:

[ho.botswana@bankofbaroda.com]

Deadline: [28.12.2025]

For further details, please contact **[+267 3992714]**.

Bank of Baroda (Botswana) Ltd. reserves the right to shortlist and select candidates at its discretion subject to respective committees' approval and meeting out fit and proper criteria guidelines of Bank of Botswana.

Note: - By submitting the CVs to Bank for INED, the candidate is deemed to have given consent for the processing & retention of his/her personal data by the bank in accordance with Data protection act 2024 of Botswana & Botswana & another regulatory requirement.