

JOB PROFILE

Position Title:	Head, Shariah Compliance & Audit
Available position/s:	1
Division:	Retail Banking
Department:	Islamic Banking
Location:	Head Office
Reporting to:	Head, Islamic Banking
Job Reference No:	NBK/RET/17/2026

Position Scope:

This position is responsible for ensuring all the transactions, activities, services and investments adhere to Shariah principles, guidelines, carry out reviews and Audits in order to maintain and enhance compliance with the set Shariah principles and guidelines as per the Shariah supervisory Board's directions.

Key Responsibilities:

- Lead and implement the Bank's Shariah governance framework in line with regulatory and internal requirements.
- Provide expert shariah guidance to management, business units and product teams on all Islamic Banking matters.
- Review, approve and certify all products and services to ensure compliance with shariah principles before launch.
- Oversee periodic Shariah audits and reviews to ensure ongoing compliance across operations and transactions.
- Ensure proper implementation of rulings and resolutions issued by the shariah Supervisory Board.
- Ensure adherence to Central Bank regulations and global Islamic finance standards. (AAOIFI, IFSB)
- Drive shariah awareness by conducting training programs for staff and promoting compliance culture.
- Identify, assess and mitigate Shariah non-compliance risks and ensure timely reporting and resolution.
- Act as liaison between the Bank and the Shariah Supervisory Board, Regulators and external auditors.
- Prepare and present Shariah compliance reports to senior management and Board committees.
- Lead, mentor and develop a high-performing team with strong Shariah expertise.

Education/Professional Qualifications, Skills & Experience:

- Bachelor's Degree in Islamic Shariah (Jurisprudence) / Islamic Studies, Law from a recognized university
- Master's degree in a Business-related field from a recognized University is an added advantage



- Professional certification in Islamic Finance will be an added advantage.
- 8 years' experience in Islamic Financial Institution with at least 5 years in a senior Shariah compliance or advisory role.
- Strong understanding of Shariah governance frameworks and regulatory standards (AAOIFI, IFSB)
- Proven experience working with a Shariah Supervisory Board.
- Ability to interpret complex financial structures and provide sound shariah rulings.
- Strong leadership skills with ability to influence senior management and engage effectively with Shariah Boards and regulators.
- Ability to design and deliver Shariah awareness and training programs.
- Ability to identify, assess and mitigate Shariah non-compliance risks.
- Audit Strategy formulation
- Excellent communication skills including ability to design and deliver Shariah concepts into practical business guidance.
- High level of professionalism, integrity and commitment to Islamic ethical standards.
- Computer Aided Audit Techniques

How to Apply:

- Send your CV and application letter showing how you meet the role requirement stated above to: Recruitment@nationalbank.co.ke by **Friday, 10th April 2026**
- Indicate Name of Job on email subject.
- Please note that applications received after the deadline will not be considered.
- Only shortlisted candidates will be contacted for the next stage/s of the process.