

Position: Coordinator (Banking Sector Integrity)
(One position- based in Dhaka)
Grade: 4, Step: 1, Gross Monthly Salary: BDT 197,892

Transparency International Bangladesh (TIB) is inviting applications from Bangladeshi nationals for the position of Coordinator to be recruited for a project titled **Strengthening Banking Sector Integrity in Bangladesh (BSI)**. The Coordinator (BSI) is expected to join in August-September 2026 and serve until June 2027, renewable subject to extension of the project and mutual agreement. The incumbent will be based in Dhaka, subject to field work anywhere in Bangladesh.

Project objective in brief: The project aims to address major governance weaknesses in the banking sector, including weak regulatory enforcement and oversight, anti-money-laundering regime, and recovery of non-performing loans. These challenges contribute to illicit financial flows and weakened public trust in the banking sector of Bangladesh. The project combines research and evidence-based policy advocacy to assess integrity risks in regulatory compliance, prevention of illicit financial flows, and loan recovery. The project will evaluate integrity in the banking sector based on targeted research indicators, legal review, key informant/in-depth interviews, data analysis, and stakeholder consultations. Based on the findings, the project will engage regulators, policymakers, financial institutions, civil society, academics, researchers, and the media to promote transparency, accountability, and stronger regulatory independence in the banking sector of Bangladesh.

Responsibilities

Reportable to the Executive Director of TIB, the Coordinator-BSI will be responsible for:

- Overall planning, designing, coordinating, and implementing the project, specifically developing operational plans, coordinating and implementing project activities, including meetings, workshops, and dialogues engaging relevant stakeholders in coordination with relevant TIB team members, where appropriate.
- Developing research strategies, conceptual frameworks, and analytical dimensions focusing on regulatory compliance, anti-money laundering (AML), illicit financial flows, institutional oversight, conflict-of-interest practices, loan recovery mechanisms, and asset quality.
- Designing and implementing comprehensive research methodologies involving legal and regulatory review, institutional and secondary data analysis, Key Informant Interviews (KIIs), In-depth Interviews (IDIs), Focus Group Discussions (FGDs), and stakeholder consultations.
- Developing research tools, interview protocols, and data collection instruments, ensuring methodological rigour, reliability, and validity of findings.

- Developing integrity indicators and institutional assessment frameworks for banking sector analysis aligned with international standards and best practices in financial governance.
- Leading analytical assessment of non-performing loans (NPLs), regulatory forbearance, supervisory effectiveness, institutional capacity and enforcement gaps, and political economy dynamics within the banking sector.
- Overseeing and supervising field research activities, including KIIs, IDIs, FGDs, and collaboration with national and international organisations.
- Engaging with key stakeholders including Bangladesh Bank, Bangladesh Financial Intelligence Unit (BFIU), Anti-Corruption Commission (ACC), Ministry of Finance (MoF), National Board of Revenue (NBR), banking professionals, legal experts, auditors, journalists, and other relevant actors.
- Preparing high-quality research reports, policy briefs, and banking integrity risk assessment frameworks that are evidence-based, analytically rigorous, policy-relevant, and actionable at the national level.
- Providing technical support and policy inputs for stakeholder engagement through consultations, policy dialogues, roundtables, dissemination workshops, and advocacy initiatives.
- Planning and implementing capacity-building and knowledge development activities for relevant stakeholders.
- Preparing periodic project reports for funding agency, NGO Affairs Bureau (NGOAB), in compliance with reporting requirements.
- Preparing and managing budget and resource allocation for smooth implementation of the project.
- Undertaking project-related field visits out of Dhaka as and when necessary.
- Leading, overseeing, and ensuring the day-to-day operations and delivery of the project outcome through monitoring, evaluation and learning in collaboration with MEL, MIS, internal audit, HR and other management support units as well as relevant core programme streams of TIB.
- Representing TIB at relevant high-level forums and engaging in advocacy and communication with key stakeholders.
- Performing any other responsibilities assigned by the authority in line with project objectives and organisational priorities.

Educational Qualifications

- Applicants must have a Master's degree with Honours in a relevant field (Economics, Finance, Banking, Development Studies, Law, Public Policy, Public Administration and Statistics or any other related subject). Candidates with academic qualifications on governance, anti-corruption, and integrity in general, and the banking sector in particular, will have an advantage.
- Candidates with a third division or a GPA below 2 in SSC/HSC or a CGPA below 2.5 as applicable are not considered to meet the necessary requirements.

Experience Requirements

- Candidates must have a minimum 10 years of relevant experience in research and project implementation and management in any research institute, development organisation/NGO/ not-for-profit sector, of which at least 7 (seven) years were in a managerial position.
- Candidates having experience in banking sector research and project implementation will be preferred.

Other Skills and Requirements

- Proven expertise in conducting and coordinating independent research and research-based stakeholder engagement and advocacy.
- Demonstrated experience in budgeting, donor reporting, and resource mobilisation, with the ability to coordinate effectively with donors and relevant stakeholders.
- Integrity, team building, and due regard for professionalism are some core attributes which the candidate needs to possess.
- Excellent communication and interpersonal skills in both Bangla and English (written and spoken), and teamwork & leadership qualities.
- Sound computer skills for qualitative and quantitative data processing and analysis, as well as good word processing skills in both Bangla and English, good command of the use of MS Word, PowerPoint, Excel, etc.
- Skills and capacity in terms of leadership, supervision, multi-tasking, communication, staff management, problem-solving, and grievance redress.
- Must be comfortable working with people of diverse age groups having different social, gender, ethnic, religious, economic, and professional identities.
- Strong multi-tasking, and time management skills and ability to work under pressure and meet deadlines.
- Self-motivation and orientation towards set goals, demonstrating accountability, initiative, creativity and focus in a rapidly changing and intellectually stimulating environment.