Job Title: Project Manager – Biometric Solutions (ABIS/AFIS)

Department: Digital Identity Solutions
Reports To: Head of DI Technology
Location: Nairobi Office
Type: Full-Time

Job Purpose

The Project Manager will oversee the planning, execution, and successful delivery of biometric technology projects, with a strong focus on Automated Biometric Identification Systems (ABIS) and Automated Fingerprint Identification Systems (AFIS). The role requires hands-on experience in managing large-scale biometric implementations, especially within Banking and National ID programs. The candidate will ensure end-to-end project lifecycle management, client engagement, risk management, and compliance with contractual, regulatory, and technical standards.

Key Responsibilities

1. Project Planning & Execution
   - Define project scope, deliverables, and success metrics in line with business and contractual objectives.
   - Develop detailed project plans, schedules, and resource allocation.
   - Lead project initiation/kick-off meetings, ensuring all stakeholders understand objectives and timelines.

2. Stakeholder & Client Management
   - Act as the primary interface with clients, vendors, and internal teams.
   - Conduct regular review meetings with banks, government agencies, and technology partners.
   - Manage stakeholder expectations and ensure adherence to quality and compliance requirements.

3. Technical Oversight
   - Oversee deployment and integration of ABIS/AFIS solutions with core banking, national ID registries, and other related platforms.
   - Ensure biometric solutions meet performance benchmarks, interoperability standards, and data protection regulations.
   - Collaborate with solution architects, engineers, and vendors to validate system design and deployment strategies.

4. Risk & Issue Management
   - Identify and proactively mitigate risks related to technology, data security, and project timelines.
   - Maintain risk registers, change control logs, and issue resolution frameworks.

5. Financial & Contract Management
   - Track project budgets, invoices, and billing milestones.
   - Prepare progress updates, executive dashboards, and financial forecasts for senior management.

6. Team Leadership & Coordination
   - Lead and mentor multi-disciplinary project teams (developers, biometric engineers, QA testers, deployment specialists).
   - Foster a culture of accountability, collaboration, and delivery excellence.

Qualifications & Experience

Education

- Bachelor's degree in Computer Science, IT, Engineering, or a related discipline.
- PMP®, PRINCE2®, or equivalent project management certification preferred.

Experience

- 5–10 years of project management experience, with minimum 3–5 years in biometric solutions (ABIS/AFIS, fingerprint, facial, or iris recognition).
- Direct involvement in at least one large-scale ABIS implementation for Banks or National ID projects.
- Proven ability to manage complex government or financial sector projects involving biometric technologies.

Skills & Competencies

- Strong leadership, negotiation, and communication skills with senior stakeholders.
- Proficiency in project management tools (MS Project, Jira, Trello, etc.).
- Knowledge of biometric modalities, matching algorithms, global standards, certifications, and system integration requirements.
- Excellent analytical and problem-solving skills with the ability to manage multiple projects simultaneously.

Key Performance Indicators (KPIs)

- Delivery of biometric projects on time, within scope, and budget.
- Client satisfaction scores and stakeholder engagement.
- Compliance with project governance, technical, and regulatory standards.
- Reduced post-deployment escalations and system downtime.