



CAREER OPPORTUNITIES AT EQUITY BANK.

Equity Bank is one of the region's leading Banks whose purpose is to transform the lives and livelihoods of the people of Africa socially and economically by availing them modern, inclusive financial services that maximize their opportunities. With a strong footprint in Kenya, Uganda, Tanzania, Rwanda, DRC and South Sudan, Equity Bank is home to more than 20 million customers – the largest customer base in Africa. Currently the Bank is seeking additional talent to serve in the role outlined below.

APPLICATION SECURITY SPECIALIST

Job Summary

The main responsibility of an Application Security Specialist to ensure the security of Equity Bank Rwanda Plc applications throughout their development lifecycle. The candidate will work closely with developers, Project Management, and other stakeholders to identify and mitigate vulnerabilities, implement secure coding practices, and enhance overall security posture.

Key Responsibilities and Accountabilities

- Conduct security assessments, penetration testing, and code reviews to identify vulnerabilities in applications.
- Implement secure coding practices and provide guidance to development teams.
- Perform threat modeling and risk analysis to assess application security risks.
- Develop, maintain, and enforce application security policies and standards.
- Collaborate with DevOps teams to integrate security tools into CI/CD pipelines.
- Implement DevSecops policies, processes and procedures and enforce compliance.
- Work with Project Management team to perform security reviews of Projects and Change Requests
- Research and stay up-to-date with emerging security threats, vulnerabilities, and best practices.
- Conduct security training sessions for developers and IT staff.
- Assist in compliance efforts with standards and regulatory requirements (e.g., OWASP, ISO 27001, NIST, BNR, etc.).
- Any other responsibilities that may be delegated by the line manager.

Qualification, Experience, Skills and Attributes

- Bachelor's/Master's degree in Computer Science, Cybersecurity, or a related field.
- At least 2 years of Experience in application security, penetration testing, or secure software development.
- Security certifications such as CEH, OSA, OSCP, CSSLP, GWAPT, or relevant certification.
- Strong knowledge of web, mobile, and cloud security principles.
- Familiarity with OWASP Top 10, SANS CWE, and other security frameworks.
- Hands-on experience with SAST, DAST, IAST, and RASP security tools.



- Proficiency in programming languages (e.g., Java, C#, C++, JavaScript).
- Experience with DevSecOps practices and integrating security into CI/CD pipelines.
- Understanding of cryptography, authentication mechanisms, and access controls.
- Experience with cloud security (Azure).
- Knowledge of container security (Docker, Kubernetes).

Core competencies

- Knowledge of SDLC
- Cognizant of relevant application security frameworks
- Secure coding practices
- Knowledge of Threat Modelling
- Ability to communicate findings clearly both in technical and non-technical terms
- Attention to detail

If you meet the above requirements, submit your application quoting the job opportunity you are applying for as subject of your email through the email address below by **27th July 2025**. Please include detailed Curriculum Vitae, copies of the relevant certificates, testimonials, and daytime telephone contact and email address. Only short-listed candidates will be contacted.

Email to: **jobsrwanda@equitybank.co.rw**

Equity Bank is an equal opportunity employer. We value the diversity of individuals, ideas, perspectives, insights, values and what they bring to the workplace.