



## External Job Posting

### Product Development Analyst, Business Development

The Bank of The Bahamas Limited, a premier provider of financial services in the region, is dedicated to excellence and innovation in banking. We are seeking an experienced **Product Development Analyst** to join our growing team and drive the expansion of the Bank's presence within the financial market.

**Position Overview:** The **Product Development Analyst, Business Development** will play a pivotal role in supporting the Bank's strategic growth through the development of financial products and services. This position is responsible for delivering comprehensive analysis, coordination, and operational support in the design, enhancement, and launch of new payment solutions and banking offerings. The incumbent will collaborate with internal stakeholders, external vendors, and cross-functional teams to ensure the timely and effective delivery of innovative, customer-focused products to market.

#### Key Responsibilities:

- Conduct market research, competitive analysis, and customer insight studies to identify opportunities for new and enhanced payment and digital banking products.
- Analyze strategic objectives using data from multiple sources to provide actionable insights and recommendations.
- Develop business and functional requirement documents, process flows, and implementation plans to ensure alignment among stakeholders.
- Support the full product development lifecycle, including concept validation, business case preparation, requirements gathering, and product testing.
- Collaborate with technology, operations, risk, compliance, and marketing teams to align project timelines, deliverables, and go-to-market strategies.
- Prepare product proposals, management presentations, and status reports for senior leadership.
- Participate in vendor evaluations, contract negotiations, and service level agreement reviews.
- Support pilot programs, user acceptance testing (UAT), and quality assurance activities to ensure readiness for launch.
- Ensure all product development activities comply with regulatory, compliance, and security standards.

#### Minimum Qualifications & Experience:

- Bachelor's degree in Business Administration, Finance, Economics, Information Technology, or related field.
- Minimum of 3–5 years of experience in product development, business analysis, or project coordination within the financial services sector, preferably in payments or digital banking.
- Strong analytical and problem-solving skills with the ability to translate market data and business needs into actionable product requirements.
- Excellent organizational skills and attention to detail, with the ability to manage multiple product development initiatives simultaneously in a fast-paced environment.
- Effective communication and presentation skills, both verbal and written, for engaging with stakeholders at all levels to share and create buy-in for ideas, and with credibility to influence others.
- Strong interpersonal skills to foster collaboration across diverse teams and with external partners.
- Strong background in using technical skills and tools related to reporting, analytics, data driven insights and modelling (use of Excel, SQL, AI).
- Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint, Project) and familiarity with project management and collaboration tools.
- Ability to adapt to changing priorities, manage ambiguity, and work under tight deadlines.
- A proactive, results-oriented mindset with a passion for innovation and continuous improvement in the financial services sector.
- Experience working on cross-functional projects involving technology, operations, compliance, and marketing teams.
- Proven track record of supporting product launches from concept through market delivery.
- Competence with payment networks, digital wallets, mobile banking applications, and emerging fintech solutions is highly desirable.

#### Why Join Us?

- Be part of a high-performing team that values innovation and excellence.
- Competitive salary, performance-based incentives, medical insurance (including life, dental, and vision), and a robust pension plan.
- Be part of a team that values your expertise and invests in your success!

**Deadline to Apply:** Friday, September 12, 2025 at 4:30pm.

**Application Submission:** Please email your application to [hr.apply@bankbahamas.com](mailto:hr.apply@bankbahamas.com).