

FNB Media Release



First National Bank Botswana and First National Bank Zambia Sign MoU to Advance Talent Mobility

Gaborone, October 2023 – First National Bank Botswana (FNBB) and First National Bank Zambia (FNB Zambia) marked a significant milestone on September 14, 2023, by officially signing a Memorandum of Understanding (MoU) at First Place, Gaborone. This collaborative agreement is aimed at fostering talent mobility within the two organisations. The MoU underscores their commitment to deepen their partnership and explore new avenues for cooperation, reflecting a shared vision between the two countries.

Steven Lefentse Bogatsu, FNBB Chief Executive Officer, emphasised the strategic importance of this MoU, stating, "This MoU represents yet another strategic initiative, one that solidifies our dedication not only to the advancement of our business but, more importantly, to the advancement of the lifeblood of our business—our people. In the context of today's global economy, the imperative of international mobility cannot be overstated. A global presence supported by mobility allows us to share best practices, drive innovation, and enhance performance. Banks require a presence in multiple countries to manage international operations, coordinate cross-border transactions, and provide expertise to local teams. It also helps us forge relationships with clients and stakeholders in different countries."

FNB Zambia Chief Executive Officer, Bydon Longwe, highlighted the significance of the Talent Mobility program, an initiative developed by the Zambia Human Capital team and incorporated into their Employee Value Proposition (EVP). Longwe stressed that Talent Mobility is vital not only for Zambia and Botswana but for all FNB staff in other subsidiaries. This program offers employees exposure that fosters career development, provides a holistic view of the entire FirstRand business and addresses skills gaps within the organisation.

The exchange of skills between Botswana and Zambia is expected to achieve several critical objectives, including the cultivation of well-rounded leaders, nurturing of future skills, building and retaining a robust skill set within the organisation, and providing employees with career growth opportunities that transcend borders. To date, six staff members have already completed the Talent Mobility initiative, with four hailing from Botswana and two from Zambia.

This MoU underscores FNBB and FNB Zambia's commitment to empowering their workforce, fostering cross-border collaboration, and strengthening their positions in the global financial landscape. Both institutions look forward to realising the immense potential of this partnership and the benefits it will bring to their employees and customers alike.

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