



JOB DESCRIPTION	
<b>COMPANY:</b>	A licensed Microfinance Bank. Over the next five years, the company aims to evolve into a next-generation commercial bank, integrating blockchain and digital financial tools to enhance transparency, inclusion, and yield.
<b>JOB TITLE:</b>	Managing Director
<b>REPORTS TO:</b>	Board of Directors
<b>LOCATION:</b>	Lagos, Nigeria
<b>POSITION TYPE:</b>	Full-Time
KEY RESPONSIBILITIES	
<b>1. Strategic Leadership &amp; Governance</b> <ul style="list-style-type: none"><li>• Co-develop and translate the Bank's five-year roadmap into executable annual operating plans and measurable KPIs.</li><li>• Drive business expansion across credit, deposits, digital channels, and customer segments.</li><li>• Build a high-performance culture anchored on transparency, accountability, innovation and ethical banking practices.</li><li>• Serve as the principal liaison between the bank, regulators, shareholders, and other stakeholders.</li></ul>	
<b>2. Operations Management</b> <ul style="list-style-type: none"><li>• Oversee daily banking operations including deposits, lending, treasury, and internal control functions.</li><li>• Ensure operational efficiency, cost optimization, and excellent customer experience and service delivery.</li><li>• Implement robust internal control systems, processes, and automation tools to prevent fraud and financial loss.</li><li>• Supervise the implementation of sound accounting, MIS, and reporting systems.</li></ul>	
<b>3. Credit &amp; Risk Management</b> <ul style="list-style-type: none"><li>• Formulate and supervise the Bank's credit policy to ensure sound asset quality and risk-adjusted returns.</li><li>• Ensure prudent liquidity management and optimal utilization of funds.</li><li>• Implement strong risk management frameworks for credit, operational, liquidity, and reputational risks.</li><li>• Monitor key risk indicators (credit, market, liquidity, operational, and compliance risks).</li><li>• Maintain loan portfolio at risk (PAR) within regulatory limits and Board-approved thresholds.</li></ul>	

#### **4. Regulatory Compliance & Reporting**

- Ensure full compliance with CBN, NDIC, AML/CFT, and other statutory requirements.
- Liaise effectively with regulators, auditors, and other oversight bodies.
- Ensure accurate and timely rendition of all statutory returns to CBN and NDIC.
- Uphold the Bank's corporate governance framework in line with the CBN Code of Corporate Governance for MFBs.

#### **5. Financial Performance & Growth**

- Drive deposit mobilization and ensure sustainable liquidity management.
- Lead initiatives to increase non-interest income through product diversification.
- Manage the bank's financial planning, budgeting, and performance monitoring.
- Monitor and report the Bank's financial performance to the Board on a monthly and quarterly basis.
- Maintain healthy capital adequacy and liquidity ratios at all times.

#### **6. Human Capital & Organizational Culture**

- Build, mentor, and retain a high-performing leadership team.
- Promote a culture of accountability, service excellence, and innovation across all departments.
- Ensure adherence to HR, ethics, and performance management policies.

#### **7. Stakeholder Management**

- Represent the Bank in high-level engagements with regulators, investors, and strategic partners.
- Maintain strong relationships with shareholders, community stakeholders, and customers.
- Serve as the public face of the Bank in promoting its mission and credibility.

#### **8. Innovation & Transformation (Future-Facing)**

- Explore emerging opportunities in digital banking, fintech partnerships, and blockchain-enabled financial tools in alignment with CBN innovation guidelines.
- Guide the Bank's digital transformation roadmap while maintaining focus on core MFB operations.
- Champion responsible adoption of new technologies to enhance financial inclusion and customer trust.
- Support the Board's long-term plan to transition the MFB into a digital-first, blockchain-enabled financial institution.

### **QUALIFICATIONS & EXPERIENCE**

#### **Requirements**

- Minimum of B.Sc./B.A. in Finance, Banking, Economics, Accounting, or related discipline.
- MBA or professional qualification (ACIB, ACA, ACCA, etc.) is an added advantage.
- Minimum of 12 years' experience in the financial services sector, with at least 2 years in senior management at a licensed microfinance or commercial bank.
- Proven track record in credit operations, deposit mobilization, and profitability management.

<ul style="list-style-type: none"> <li>• Strong understanding of CBN MFB guidelines, corporate governance, and risk management frameworks.</li> <li>• Demonstrated leadership, people management, and stakeholder engagement skills.</li> <li>• Experience in digital banking and fintech innovation preferred</li> </ul>
<p style="text-align: center;"><b>SKILLS &amp; COMPETENCIES</b></p> <p><b><u>Key Skills and Competencies</u></b></p> <ul style="list-style-type: none"> <li>• Must meet CBN's Fit and Proper criteria for the role of MD/CEO</li> <li>• Experience in early-stage bank growth or turnaround environments is a plus</li> <li>• Strong operational discipline and regulatory acumen</li> <li>• Financial management and business growth orientation</li> <li>• Integrity, professionalism, and sound judgment</li> <li>• Adaptability to emerging digital finance trends</li> </ul>
<p style="text-align: center;"><b>COMPENSATION &amp; BENEFITS</b></p> <ul style="list-style-type: none"> <li>• Salary based on experience and performance-based incentives.</li> <li>• Comprehensive benefits package.</li> </ul>

**Candidates with strong credit experience, and Senior managers from retail-focused commercial banks with microfinance exposure are strongly encouraged to apply.**

**For consideration, please send resume (WORD format) and cover letter to [elisa@es-africa.com](mailto:elisa@es-africa.com). Please share within your network.**