

Job Title/ Position	Managing Director/CEO (Securities)
Reports To	Board of Directors
Location	Lagos, Nigeria

About the Organization

A leading African financial services partner that helps build financial independence and enduring legacies that lead to sustainable wealth creation in Africa. Our products and services provide self-sufficiency, financial independence, creation and preservation of wealth for the future. Having established a 30-year record of achievements in banking across Africa and beyond, our founders established a Pan-African platform focused on building a better financial future for Africa. Today, our businesses are entrusted with our over \$1billion of clients' assets and are recognized as Nigeria's fastest growing investment managers.

Role Responsibilities

Strategic Leadership & Business Growth

- **Visionary Strategy Formulation:** Lead the development and execution of robust, data-driven business strategies, ensuring definitive alignment with the short-term performance targets and long-term shareholder value creation objectives.
- **Revenue Optimization & Market Share:** Drive aggressive expansion of the brokerage and investment banking franchise, focusing on increasing Assets Under Management (AUM), transactional volumes, and diversifying revenue streams across institutional, high-net-worth individual (HNI), and retail segments.
- **Capital Allocation & Profitability:** Exercise ultimate discretion over significant corporate investments, capital expenditure, and resource allocation decisions to maximize operational efficiency and consistently increase profitability and Return on Equity (ROE).
- **Product Innovation & Digital Transformation:** Champion the continuous evaluation and deployment of cutting-edge technology and digital platforms to enhance service delivery, client experience, and competitive advantage in the marketplace.

Governance, Risk Management & Compliance (GRC)

- **Regulatory & Ethical Leadership:** Serve as the Chief Compliance Officer in practice, ensuring absolute and meticulous adherence to all mandates, rules, and reporting requirements issued by the SEC, NGX, Chartered Institute of Stockbrokers (CIS), and other relevant statutory bodies.
- **Enterprise Risk Oversight:** Establish and enforce a comprehensive Enterprise Risk Management (ERM) framework covering operational, market, credit, liquidity, and systemic risks. Institute controls to safeguard client assets and the firm's balance sheet against material loss.
- **Internal Control Environment:** Review and certify the adequacy of internal controls, compliance protocols, and anti-money laundering (AML) frameworks, ensuring proactive identification and mitigation of potential vulnerabilities.

Financial Management & Reporting

- **Financial Stewardship:** Oversee the preparation, implementation, and rigorous management of the annual corporate budget, ensuring fiscal prudence and optimizing the cost-to-income ratio.

Role Responsibilities

- **Performance Analysis:** Scrutinize all financial and non-financial reports (e.g., regulatory returns, management accounts) to derive critical insights, devise corrective actions, and inform strategic pivots to enhance financial performance.
- **Investor Relations & Stakeholder Trust:** Cultivate and maintain strong, transparent relationships with the Board, key institutional investors, strategic partners, and lead regulatory interactions. Act as the primary corporate representative in all high-level engagements.

People & Culture

- **Executive Team Development:** Attract, mentor, and develop a high-calibre, performance-driven executive team, fostering a culture of accountability, integrity, and ethical professionalism throughout the organization.
- **Succession Planning:** Establish robust succession planning across critical leadership and revenue-generating roles to ensure organizational continuity and stability.
- **Sales Enablement & Market Insight:** Actively participate in high-value sales, client pitches, and investor forums (e.g., roadshows, conferences). Ensure the timely and effective dissemination of proprietary market research, trading intelligence, and strategic market updates to both clients and internal stakeholders.

Job Requirements

Minimum Qualification and Competency Requirement

- Good business-related university degree with **certification in CIS**.
- At least 15 years' Stockbroking and/or trading experience.
- **Must be an Authorized Clerk of the NSE with at least 5 years core stockbroking experience. ACA and CFA will be an added advantage**
- Extensive experience in client origination and execution at a senior level, ideally including a track record in Nigeria.
- Strong understanding of the Nigerian capital market and stock brokerage business
- Familiarity with regulatory and compliance frameworks (SEC, NGX, CIS)
- Excellent interpersonal, presentation, and communication skills

Our Benefits

- We offer a wide range of employee benefits including competitive compensation package, robust rewards package, retirement benefit and tools designed to help you in building a sound financial future and flexible work arrangement.

Competency and Skill Requirements

Technical

- In-depth Equities knowledge
- Understanding of global capital markets trends
- Strong domain knowledge on NSE & SEC compliances and overall regulatory affairs
- In-depth knowledge of corporate governance and general management best practices
- Knowledge/experience of/in financial and capital markets
- Knowledge/experience of/in digital business/economy

- Demonstrated experience and proven track record of leading an organization to successfully deliver new and innovative services to clients

General

- Project management: Ensuring timeous delivery, within budget and with required quality standards
- Stakeholder management: the co-ordination of relationships with and between key stakeholders during the design, management, and implementation of business change
- Broad experience desired in multiple competency areas of data and analytics delivery
- Knowledge/experience of/in data management

Behavioral

- Strong leadership skills coupled with proven ability in leading and directing a team
- Strong entrepreneurial mind-set and commercial drive with excellent client and transaction management skill
- Strong relationship building skills and ideally is well networked in the Nigerian market.
- Good judgment and decision-making skills
- Embraces an intellectually challenging environment.
- Challenges the current status quo and seek new and innovative solutions.
- Excellent communication and interpersonal skills
- Visionary application of the changing regulatory landscape
- Excellent influencing, facilitation, negotiation, and presentation skills
- Strong strategic thinking and implementation skills

For consideration, please email your CV in WORD format with cover letter to elisa@es-africa.com. Please share within your network.