



THE CLIENT

Our client is a leading, privately governed **market-infrastructure institution** with a mandate to strengthen capital formation, enhance market transparency, and support sustainable economic growth across the African continent. Established to modernize and deepen the region's financial markets, the organization plays a pivotal role in facilitating efficient capital flows, enabling investment, and fostering long-term value creation for issuers, investors, and broader market participants.

The institution provides a comprehensive suite of services spanning securities listing, trading, market data solutions, technology infrastructure, and regulatory oversight functions that promote fair, orderly, and transparent markets. In addition to its core market-operations mandate, our client offers strategic advisory capabilities, capacity-building programs, and ecosystem-development initiatives designed to expand access to capital, strengthen governance standards, and accelerate the growth of emerging and frontier markets.

Our client is recognized as one of the most reputable and systemically important market-infrastructure organizations in the region, underpinned by strong governance, robust risk-management frameworks, and a commitment to operational excellence. Its diversified revenue base, disciplined financial stewardship, and sustained investment in technology and innovation have positioned it as a trusted partner to domestic and international stakeholders seeking exposure to Africa's evolving capital-markets landscape.

BACKGROUND

To further advance its strategic ambition of becoming a world-class, technology-driven market-infrastructure institution, our client has identified the urgent need to appoint a highly accomplished and visionary technology executive to serve as **Chief Digital Officer & Head of Technology**. This role represents a unique and compelling opportunity for an exceptional, forward-thinking, and innovation-driven leader to shape the digital future of one of Africa's most systemically important financial institutions.

ROLE PROFILE

The **Chief Digital Officer & Head of Technology** will serve as the principal architect and champion of the institution's digital and technology agenda. The role will be responsible for defining and executing a comprehensive technology strategy that enhances market operations, accelerates innovation, and ensures the reliability, security, and scalability of mission-critical systems. The ideal candidate will lead multidisciplinary teams across digital transformation, software engineering, cybersecurity, infrastructure,



data management, and enterprise architecture. They will drive the modernization of trading platforms, market-data systems, and digital-service channels, while fostering a culture of agility, innovation, and continuous improvement.

This is an exceptional **executive management** opportunity for a senior technology executive with **deep experience in financial services, capital markets, or market-infrastructure environments** to step into a high-impact leadership role. The successful candidate will work closely with the executive leadership team to shape the institution's digital roadmap, strengthen its competitive edge, and position it as a leading technology-enabled financial market institution in Africa and beyond.

Department	Technology
Job Title	Chief Digital Officer
Reports to	Group Chief Executive Officer
Compensation	Very Attractive (Base Salary, Housing Benefits, Car, Pension, Health Insurance, Life Insurance and other attractive benefits similar to global financial services peers)
Location	Lagos, Nigeria

Job Description

The successful candidate will play a pivotal role in driving enterprise-wide digital transformation, modernizing core market-infrastructure systems, and strengthening the organization's technology capabilities to support growth, competitiveness, and operational resilience. This is a rare opportunity for a seasoned technology leader to influence the evolution of the capital-markets ecosystem across the region, while contributing to the institution's long-term strategic positioning within the global financial services landscape.

PRINCIPAL RESPONSIBILITIES

1. Strategic Digital Leadership

The Chief Digital Officer (CDO) will serve as the chief architect of the Group's digital vision, ensuring the Group evolves into a future-ready, technology-driven marketplace. This involves shaping and executing an enterprise-wide digital roadmap that aligns with the Group's broader strategy of deepening capital markets, expanding investor participation (retail and institutional), and positioning Nigeria as a competitive player in global financial innovation.



Key responsibilities include:

- i. Defining the Group's digital transformation agenda and ensuring all technology initiatives support both commercial growth and regulatory compliance.
- ii. Identifying and interpreting emerging global trends—AI, tokenization, blockchain, stablecoins, CBDCs, digital asset exchanges—and positioning the Company ahead of the innovation curve.
- iii. Leading strategic engagement with regulators (SEC, CBN, NCC) to influence digital policy and ensure the Company's innovations remain compliant while setting new industry benchmarks.

2. Technology Operations and Infrastructure

The CDO will oversee the Group's core technology operations, ensuring that all market-critical platforms are secure, resilient, and scalable. This includes both traditional market-infrastructure systems (trading, clearing, settlement) and next-generation digital architectures.

Key responsibilities include:

- i. Ensuring near-zero downtime and high-performance execution across all trading and market-operations platforms.
- ii. Building API-driven connectivity with banks, brokers, fintechs, and ecosystem partners to enable seamless retail and institutional participation.
- iii. Overseeing cybersecurity, data governance, and information-security frameworks to safeguard market integrity.
- iv. Leading cloud adoption, AI/ML integration, and advanced analytics to drive operational intelligence and investor insights.

3. Innovation and Product Development

The CDO will be the Group's chief innovator, driving the Company's expansion into new digital financial products and next-generation asset ecosystems.

Example of innovation areas include:

- i. **Stablecoins & Payments:** Exploring naira- or USD-backed stablecoins as rails for settlement, cross-border remittances, and retail investor on-ramps.

- ii. **Digital Assets & Tokenization:** Developing frameworks for tokenized equities, bonds, commodities, and carbon credits—mirroring global initiatives from Nasdaq, SIX Digital Exchange, and SGX-Temasek.
- iii. **Crypto & DeFi Engagement:** Evaluating strategic partnerships or investments with credible digital-asset players to position the Company as Africa’s leading hub for regulated digital assets.
- iv. **Investor Platforms:** Scaling the Company’s digital gateway into a unified “one-stop shop” for retail investors, diaspora flows, and global market access.

4. Ecosystem Building & Partnerships

The CDO will serve as a bridge-builder between the Group and the broader financial-technology ecosystem.

Key partnership responsibilities include:

- i. Collaborating with fintechs, banks, global exchanges, and technology innovators to co-create new digital products and services.
- ii. Leading the Company’s contribution to national economic priorities such as financial inclusion, diaspora remittances, and the government’s ambition for a \$1T economy.
- iii. Positioning the Company as a regional hub for digital finance in Africa—competing and collaborating with exchanges in India, Singapore, Switzerland, and the Middle East.

5. Future-Proofing the Group

The CDO ensures the Group is not merely responding to global trends but actively shaping the future of capital markets.

Key partnership responsibilities include:

- i. Establishing regulatory-aligned innovation sandboxes to accelerate product experimentation.
- ii. Building talent pipelines in blockchain engineering, AI, cybersecurity, and digital-asset technologies.
- iii. Embedding sustainability into the digital agenda, including tokenized carbon markets and ESG-aligned digital products.

- iv. Representing the Company as a global thought leader across international forums such as World Economic Forum, IOSCO, and other capital-market bodies.

CANDIDATE SPECIFICATIONS

Minimum Qualifications and Requirements

Education

- A Bachelor's degree in Computer Science, Engineering, Information Systems, or a closely related field.
- A Master's degree in Technology Management, Digital Innovation, Business Administration, or Engineering from a reputable institution is a strong advantage
- Relevant professional certifications in technology, cybersecurity, cloud, enterprise architecture, or digital transformation are desirable.

Experience

- **Minimum of 18 years of relevant professional experience**, with a significant portion spent within the financial services industry—preferably in capital markets, banking, fintech, or market-infrastructure environments.
- A proven track record of holding **strategic leadership roles** in technology, digital transformation, innovation, or enterprise architecture.
- **At least five (5) years in senior management**, leading large, multidisciplinary technology teams and overseeing enterprise-wide digital initiatives.
- Demonstrated success in delivering complex technology programs, modernizing legacy systems, implementing cloud and data strategies, and driving digital product innovation.
- Experience working in highly regulated environments and collaborating with regulatory bodies on technology, cybersecurity, and digital-market initiatives.

Capabilities

- **Global Technology Leadership:** Demonstrated experience operating at the intersection of technology, digital innovation, and financial services, with a deep understanding of global industry standards, emerging technologies, and the evolving regulatory and competitive landscape.
- **Enterprise Technology Mastery:** Exceptional knowledge of enterprise technology systems, digital platforms, cloud environments, cybersecurity frameworks, and mission-critical infrastructure.



- **Financial Markets Insight:** Strong familiarity with global financial markets, capital-market infrastructures, and the technology architectures that support trading, clearing, settlement, and market data operations.
- **Infrastructure & Architecture Excellence:** Proven capability in designing, modernizing, and managing large-scale technology infrastructure, ensuring resilience, scalability, and operational continuity.
- **Innovation & Business Growth Orientation:** Demonstrated ability to identify new digital opportunities, drive market expansion, and translate emerging technologies into commercially viable products and services.
- **Strategic Influence & Stakeholder Engagement:** Strong ability to engage regulators, industry partners, fintechs, and internal stakeholders to shape digital strategy and drive enterprise-wide alignment.
- **Leadership & Talent Development:** Ability to build, inspire, and lead high-performing technology teams across engineering, cybersecurity, data, and digital product functions.

Others

- Willingness to travel “out-of-station” with minimal prior notice

SUMMARY

The Chief Digital Officer of the Company is not a traditional back-office technology leader. This is a strategic business partner and industry pioneer—responsible for ensuring the Company not only adapts to the future of finance but leads it across Africa. The role blends market-infrastructure expertise, digital innovation, regulatory foresight, and ecosystem leadership to shape the next era of capital-market transformation.

EXPRESSION OF INTEREST

To express interest in the position, please visit our [website](#) and complete this [form](#)

CONTACTS

Rachel Fitton (Principal)

research@talentstonefinance.com

+44 754 020 5013

Jide Adebisi (Partner)

research@talentstonefinance.com

+1 347 441 0078