



## THE CLIENT

Our client is a leading **publicly listed, privately governed financial 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.

Our client is recognized as one of the most reputable and systemically important financial institutions on the continent, 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 financial landscape.

## BACKGROUND

To further advance its strategic ambition of becoming a world-class globally competitive institution, our client is entering a transformative phase is entering a pivotal phase of growth, with a strategic ambition to significantly expand the depth, diversity, and quality of its listings. The institution has set an ambitious aspiration to double the number of listings in the short to medium term, while strengthening its alignment with Nigeria's market-cap-to-GDP potential. This growth agenda spans multiple issuer categories, including government-owned enterprises, large family-owned conglomerates, private companies, high-growth corporates and multinationals operating in the country.

To achieve this, our client has identified the urgent need to appoint a highly strategic and commercially oriented market leader to serve as **Head – Listings Business**. This role represents a critical strategic priority for the institution to aggressively expand its listings pipeline, modernize existing listing rules, deepen issuer engagement, and reposition the institution as the preferred platform for capital raising.

## ROLE PROFILE

The Head – Listings Business will serve as the commercial, strategic, and relationship-driven leader responsible for driving listings origination, issuer acquisition, and market-development initiatives across the institution's Main Board and product segments. He/she is expected to attract new companies to list on the institution's Main



Board and increase the value added to existing listed companies, through the institution's various value-added service offerings. He/she role carries the responsibility for sales, retention, and revenue growth across sectors, while also overseeing the performance of Relationship Managers and leading the Listings Business department. This is **high-visibility, externally facing leadership role** requiring exceptional commercial acumen, strong capital-markets expertise, and the ability to influence senior stakeholders across the public and private sectors. The successful candidate will work closely with the CEO and leadership of respective institutions within the Group to strengthen the institution's competitive edge and position it as a leading financial market institution.

<b>Department</b>	Listings
<b>Job Title</b>	Head – Listings Business
<b>Reports to</b>	Chief Executive Officer
<b>Location</b>	Lagos, Nigeria
<b>Compensation</b>	Very Attractive Compensation (Base Salary, Housing Benefits, Car, Pension, BUPA Health, Life Insurance, and other attractive benefits) comparable to industry peers Annual (Performance Bonus + Cost of Living Allowance)

### **Job Description**

The successful candidate will lead the institution's Listings Business, with responsibility for originating, acquiring, and onboarding new issuers across private and public sectors. The role oversees the full listings lifecycle from pipeline development and issuer engagement to regulatory coordination and execution, while strengthening the institution's value proposition to existing listed companies. This is a rare opportunity to step into a commercially driven, market-expansion leadership role with significant influence across the institution, government stakeholders, and the broader corporate ecosystem.

### **PRINCIPAL RESPONSIBILITIES**

#### **1. Listings Origination & Pipeline Growth**

The Head – Listings Business will serve as the commercial engine of the institution's issuer-acquisition strategy, responsible for identifying, targeting, and converting high-potential issuers across sectors. The role requires aggressive pipeline development, strategic outreach, and the ability to articulate the value of public markets to senior corporate leaders and government stakeholders.

Key responsibilities include:

- i. Prospecting companies across assigned and emerging sectors to bring them to list on the institution's Main Board.
- ii. Building a strong pipeline of IPOs, secondary listings, ETFs, sukuk, and other product listings.
- iii. Leading engagements with CEOs, CFOs, boards, and government ministries to promote the benefits of listing.
- iv. Targeting government-owned enterprises, large family businesses, private companies, and multinationals to expand institution's issuer base.
- v. Executing the CEO's mandate to double the number of listings within 2–3 years.
- vi. Providing market intelligence to internal teams to support product development and issuer-focused initiatives.

## **2. Market Development & Advocacy**

The Head – Listings Business will champion the institution's role in deepening Nigeria's capital markets by promoting listings as a strategic financing alternative. This includes shaping market perception, driving advocacy efforts, and engaging policymakers to unlock new listing opportunities.

Key responsibilities include:

- i. Promoting the capital market as a viable financing option for corporates across sectors.
- ii. Engaging policymakers to encourage privatization and public listings of government assets.
- iii. Presenting to industry associations on capital-markets and listings-related issues.
- iv. Leading market-education initiatives to shift issuer perception and increase listing appetite.
- v. Monitoring macroeconomic and sectoral trends to identify new listing opportunities.
- vi. Supporting the institution's broader strategy to align market growth with Nigeria's market-cap-to-GDP potential.

### **3. Issuer Relationship Management**

The Head – Listings Business will build and maintain trusted relationships with senior executives of listed and prospective companies, ensuring the institution remains a strategic partner in their capital-raising journey. The role requires strong commercial instincts, relationship depth, and the ability to deliver value-added services that enhance issuer satisfaction.

Key responsibilities include:

- i. Developing and maintaining trusted relationships with leadership teams of listed and prospective companies.
- ii. Marketing the institution’s products and value-added services to deepen issuer engagement and retention.
- iii. Promoting issuer participation in the institution’s events such as bell-ringing ceremonies and Facts Behind the Figures.
- iv. Tracking performance of value-added services and refreshing offerings as needed.
- v. Responding to enquiries from prospective and listed companies with speed and accuracy.
- vi. Ensuring completeness and accuracy of issuer data, contact information, and engagement status.

### **4. Execution & Regulatory Engagement**

The Head — Listings Business will oversee the end-to-end execution of listing transactions, ensuring regulatory compliance, operational efficiency, and timely delivery. The role requires close collaboration with Regulation (RegCo) to modernize outdated rules and remove barriers to listing.

Key responsibilities include:

- i. Overseeing end-to-end listing processes to ensure regulatory compliance and timely execution.
- ii. Working closely with RegCo to modernize outdated listing rules and remove barriers to entry.
- iii. Engaging regulators early to support new product listings and rule development.

- iv. Coordinating with internal teams including Product Management, Legal, and Market Operations to ensure seamless execution.
- v. Presenting listing updates, pipeline status, and strategic insights to Executive Management and the Board.
- vi. Ensuring prompt collection of listing fees and adherence to listing requirements.

## **5. Leadership & Governance**

The Head – Listings Business will lead a high-performing listings team, driving a culture of accountability, commercial discipline, and market engagement. The role requires strong leadership presence, the ability to inspire teams, and the capability to manage performance at scale.

Key leadership and governance responsibilities include:

- i. Leading the Listings Business department and overseeing Relationship Managers.
- ii. Driving a culture of execution, commercial rigor, and proactive market engagement.
- iii. Ensuring team members are supported with training, development, and sector-specific expertise.
- iv. Setting performance goals, monitoring progress, and ensuring delivery against listings targets.
- v. Representing the Listings Business at Management Committee, Group Executive Committee, and Board meetings.
- vi. Upholding the institution's values, ethics, and commitment to diversity.

## **CANDIDATE SPECIFICATIONS**

### **Minimum Qualifications and Requirements**

#### **Education**

- Bachelor's degree in Business Administration, Finance, Economics, Accounting, Banking, or related discipline.
- MBA or relevant postgraduate qualifications are an added advantage.

## Experience

- Minimum of **15 years' client-facing experience in financial services or related sectors**, with at least **10 years in capital-markets or financial-services operations**.
- Proven track record in attracting and maintaining senior-level client relationships.
- Strong understanding of corporate finance, financial statements, and capital-markets instruments.
- Experience engaging C-suite executives, boards, and government stakeholders.
- International exposure in exchanges, investment banking, corporate finance, or capital-markets advisory is strongly preferred.

## Capabilities

- **Capital-Markets Origination Leadership:** Demonstrated experience originating, structuring, and closing capital-markets transactions across equities, fixed income, ETFs, and alternative instruments. Brings deep fluency in IPO processes, listing requirements, valuation dynamics, and the strategic considerations that drive corporate decisions to access public markets. Able to translate macroeconomic trends, sector insights, market opportunities into a compelling listings pipeline.
- **Issuer Acquisition & Commercial Orientation:** Proven ability to identify, target, and convert high-potential issuers including government-owned enterprises, large family businesses, private companies, and multinationals. Skilled at articulating the value proposition of public markets, overcoming governance concerns, and driving aggressive commercial outcomes.
- **Market Development & Ecosystem Engagement:** Deep understanding of the corporate, governmental, and investor ecosystems that influence listing decisions. Demonstrated ability to promote capital-market financing as a strategic alternative, drive market-education initiatives, and reposition the Group as a growth enabler. Skilled at engaging industry associations, policymakers, and business leaders to expand the addressable issuer universe.
- **Strategic Influence & Stakeholder Engagement:** Exceptional ability to cultivate trusted relationships with CEOs, CFOs, boards, ministers, and senior executives across sectors. Adept at navigating complex stakeholder environments, managing high-stakes conversations, and maintaining long-term issuer relationships. Demonstrates strong interpersonal presence, negotiation capability, and the gravitas required to influence top-tier decision-makers.



- **Operational Excellence & Execution Discipline:** Proven ability to manage end-to-end listing processes with precision, ensuring regulatory compliance, operational accuracy, and timely execution. Skilled at coordinating cross-functional teams, managing documentation and due-diligence workflows, and ensuring seamless onboarding of new issuers. Brings strong analytical skills, attention to detail, and the ability to deliver under pressure.
- **Leadership & Talent Development:** Ability to build, inspire, and lead a high-performing listings team with strong commercial discipline. Demonstrates the capacity to develop sector expertise, drive accountability, and foster a culture of execution, innovation, and continuous improvement. Brings strong communication, coaching, and performance-management capabilities, with a commitment to diversity and leadership representation.
- **Others:** Willingness to travel “out-of-station” with minimal prior notice

### **DIVERSITY CONSIDERATION**

Female candidates are particularly encouraged to apply to support the Group’s gender-balance objectives.

### **EXPRESSION OF INTEREST**

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

### **SEARCH CONTACTS**

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