



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 in the evolution of its trading ecosystem. Despite being one of the largest economies in Africa, the Nigerian market remains significantly underpenetrated and has set an ambitious mandate to grow retail participation in the medium to long term, driven by new product innovation, digital market access, financial literacy and youth-focused engagement.

To deliver this agenda, our client has identified the urgent need to appoint a highly accomplished, highly technical, globally exposed, and commercially oriented capital market leader to serve as **Head – Trading & Products**. This role represents a unique and compelling opportunity for an exceptional, goal-oriented, and knowledgeable leader to shape the future of one of Africa's most systemically important financial institutions.

ROLE PROFILE

The **Head – Trading & Products** will serve as the strategic and operational leader responsible for the institution's secondary markets, product development, retail-investor business, and market-operations functions. He/she will have oversight responsibility for the day-to-day management of the above-mentioned teams as well as supervise reviews and restructuring of existing products, creation, and delivery of new products. He/she will also oversee all activities pertaining to the Fixed Income, Derivatives, Exchange Traded



Funds (ETFs), Structured Products, and Equities Based Products with the overall goal of ensuring these instruments are appropriately priced, positioned, promoted, and supported in a way that will increase both listings and order flow. The position has a global focus to cover both local and international buy and sell side participants. This is an exceptional **senior management** opportunity for a senior financial market leader with **deep knowledge of various asset classes, financial market products, capital markets, or market-infrastructure environments** to step into a high-impact leadership role. 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 in Africa and beyond.

Department	Trading & Products
Job Title	Head – Trading & Products
Reports to	Chief Executive Officer
Location	Lagos, Nigeria
Compensation	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 oversee the design, launch, pricing, positioning, and lifecycle management of all the Group's trading products including equities, fixed income, derivatives, ETFs, and structured products. It also carries responsibility for market microstructure, trading rules, operational risk, and the performance of Market Operations and Product teams. This is a rare opportunity to step into a **technical, product-driven, and market-structure leadership role** with significant influence across the Group, regulators, and the broader capital-markets ecosystem on the continent.

PRINCIPAL RESPONSIBILITIES

1. Product Innovation & Development

The Head – Trading & Products will serve as the chief architect of the Group's multi-asset product strategy, leading the design, development, and lifecycle management of all trading products across equities, fixed income, exchange traded funds (ETFs), derivatives, Islamic finance, and sustainability-linked instruments. This includes supervising the review and restructuring of existing products, as well as the creation and delivery of new ones to deepen liquidity and expand investor participation.

Key responsibilities and examples of innovation areas include:

- i. Overseeing all product-management activities, including product initiation, product planning, product assessment, product benchmarking, and launch.
- ii. Designing and introducing new products such as derivatives, structured products, ETFs, fixed-income instruments, Islamic finance products, and sustainability-linked securities.
- iii. Analysing new product ideas with institutional and wholesale partners to determine commercial viability and differentiation.
- iv. Ensuring all instruments are appropriately priced, positioned, promoted, and supported to increase listings and order flow.
- v. Providing product-profitability insights and inputs to relevant financial teams.
- vi. Coordinating with Technology, Legal, and Regulation to ensure product-related operational and technology requirements are prioritized and delivered.

2. Market & Trading Operations Leadership

The Head – Trading & Products will oversee the institution’s market microstructure, ensuring that trading rules, operational frameworks, and market controls support liquidity, efficiency, and fair-market practices. The role is central to ensuring operational resilience, risk management, and process excellence across all traded products. modernizing the trading environment and enhancing intraday activity.

Key responsibilities include:

- i. Leading initiatives to enhance products and modernize the trading environment.
- ii. Participating in the creation of new product rules and refinement of existing rules in line with market development and global best practice.
- iii. Monitoring trading information, including broker setups, trading reports, and corporate actions, to ensure accuracy and operational continuity.
- iv. Overseeing clearing, settlement, reconciliation, collateral monitoring, and client reporting while developing and enhancing operational-risk controls, middle-office processes, and business-resumption frameworks.
- v. Monitoring results and exceptions, analysing root causes, and implementing corrective actions to reduce operational errors.

- vi. Systematising interaction with brokers across the institution and hosted exchanges to ensure seamless trading of all quoted securities.
- vii. Continuously improving manual processes through automation and systems enhancements.
- viii. Monitoring results and exceptions, analysing root causes, and implementing corrective actions to reduce operational errors.
- ix. Coordinating audits, responding to queries, and implementing process improvements.
- x. Building a robust, scalable, and flexible operating model to support business initiatives and mitigate operational risk.
- xi. Controlling trading activities, enforcing trading rules, guidelines, and codes of conduct, and advising brokers on operational implementation.

3. Retail & Institutional Market Growth

The Head – Trading & Products will drive the institution’s retail-investor expansion strategy and deepen institutional participation across asset classes. This includes developing youth-oriented products, enhancing investor access, and strengthening the institution’s retail-advisory capabilities.

Key responsibilities and examples of growth areas include:

- i. Driving retail participation toward the institution’s multi-year growth targets.
- ii. Developing youth-focused products tailored to Gen Z and millennial investors, particularly those familiar with digital assets and modern trading platforms.
- iii. Expanding institutional participation in fixed income, derivatives, and structured products.
- iv. Managing retail-investor portfolios to maximize profitability and asset quality.
- v. Leading investment-advisory processes, portfolio monitoring, business development, and operational support for retail clients.
- vi. Structuring investment options for retail investors while ensuring sound risk-management practices.
- vii. Deepening existing retail relationships, onboarding new clients, and exiting unprofitable relationships.

4. Regulatory Engagement

The Head – Trading & Products will serve as a key interface between the institution and regulatory bodies, shaping the rulemaking environment for new and existing products. The role requires proactive engagement with regulators to enable innovation while maintaining market integrity.

Key responsibilities include:

- i. Working with SEC, CBN, RegCo and global exchanges to develop new rules and harmonize standards.
- ii. Engaging regulators early in the product-development process to ensure enabling frameworks for derivatives, Islamic finance, sustainability-linked instruments, and other emerging products.
- iii. Ensuring all regulatory and compliance matters remain top of mind.
- iv. Supporting capacity-building initiatives with regulators and market participants.
- v. Facilitating cross-listing and cross-market collaboration with global exchanges.

5. Stakeholder Engagement & Ecosystem Development

The Head – Trading & Products will cultivate strong relationships across the capital-markets ecosystem, serving as the institution’s ambassador to brokers, custodians, clearing houses, pension fund administrators, issuers, and global exchanges. The role requires deep commercial engagement and ecosystem-building capability.

Key partnership responsibilities include:

- i. Developing and maintaining relationships with market participants and key internal/external stakeholders to build the institution’s profile as a market leader.
- ii. Serving as gatekeeper, ambassador, and product expert to internal/external parties.
- iii. Coordinating new business-development and stakeholder-engagement initiatives.
- iv. Partnering with brokers, custodians, clearing houses, and other intermediaries to identify cross-sell opportunities and deepen client relationships.
- v. Establishing and managing product-advisory committees across asset classes, including engagement with global experts.

6. Leadership & Governance

The Head – Trading & Products will provide strategic leadership to the department, ensuring strong governance, talent development, and alignment with the institution's broader corporate objectives. The role requires disciplined execution, operational oversight, and high-quality reporting to executive leadership.

Key partnership responsibilities include:

- i. Leading the people agenda, including resource planning, talent management, professional development, and performance management.
- ii. Ensuring all documentation, procedures, and processes are in place, regularly reviewed, and updated.
- iii. Developing and enforcing a department-management system for follow-up and completion of periodic routines and tasks.
- iv. Presenting insights, performance updates, and product strategies to Executive Management and the Board.
- v. Ensuring diversity, inclusion, and high ethical standards across the department.

CANDIDATE SPECIFICATIONS

Minimum Qualifications and Requirements

Education

- First degree in quantitative or business-related fields.
- Advanced degree (MSc or MBA) or professional certifications (CIS, CFA) are added advantages.

Experience

- Minimum **15 years' experience** in financial services or investment-product management, with at least **10 years in capital markets**.
- Deep technical understanding of product features, market structure, and regulations governing capital market-traded instruments.
- Relevant trading, sales, research, business development or product experience.
- Strong knowledge of order-flow drivers and the full order-lifecycle ecosystem.
- Exposure to global exchanges or electronic-trading environments is preferred.



Capabilities

- **Multi-Asset Market Leadership:** Demonstrated experience operating across equities, fixed income, ETFs, derivatives, and structured products. Brings a sophisticated understanding of global trading environments, liquidity drivers, and the evolving regulatory and competitive landscape shaping modern exchanges.
- **Product Innovation & Commercial Orientation:** Demonstrated ability to conceptualize, design, and launch commercially viable products across asset classes. Skilled at assessing product profitability, identifying market gaps, and driving adoption through targeted engagement with capital market stakeholders.
- **Financial Markets Insight:** Strong familiarity with global financial markets, institutional trading behaviours, and the mechanisms that support price discovery, market-making, securities lending, and secondary-market liquidity.
- **Strategic Influence & Stakeholder Engagement:** Strong ability to cultivate relationships. Adept at ecosystem building, cross-market collaboration, and positioning the Group as a trusted partner to local and international participants.
- **Leadership & Talent Development:** Ability to build, inspire, and lead high-performing teams across product development, market operations, and trading functions. Demonstrates strong people leadership, talent development, and the ability to drive accountability, innovation, and continuous improvement.
- **Others:** Willingness to travel “out-of-station” with minimal prior notice

Diversity Consideration: Female candidates are strongly encouraged to apply.

EXPRESSION OF INTEREST

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

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