

Job Title:	<b>Head of Financial Institutions Group (FIG) and Regional Lead (East Africa)</b>	Reports to
Grade:	S4	❖ Chief Business Officer
Location:	Nairobi, Kenya	<b>Direct Reports</b> ❖ Investment Officer

**Job Purpose:**

The Head of Financial Institutions Group (FIG) is responsible for developing the Financial Institution business strategy, driving the growth, profitability and housing impact through the FIG segment. The role is responsible for driving innovation, sustainability and business collaboration across the organisation and with ShafDB member countries. In addition, the role includes managing relationships with key financial institutions, overseeing business development initiatives, ensuring compliance with regulatory requirements, and leading a high-performing team. The ideal candidate should possess strategic vision, industry expertise, and strong leadership skills to achieve regional objectives and contribute to the organization's overall growth.

**Key Responsibilities**
**1. Strategic Planning and Execution:**

- Develop and implement the business strategy for financial institutions, aligned with the organization's objectives.
- Identify and evaluate market trends, opportunities, and competitive dynamics to shape strategy and offerings.
- Drive initiatives to meet revenue, profitability, and growth targets.
- Take a lead in overall business and housing impact growth across the East Africa region.

**2. Relationship Management:**

- Build and maintain strong, long-term relationships with key stakeholders, including banks, insurance companies, asset managers, and other financial institutions.
- Act as a trusted advisor, understanding client needs and delivering tailored solutions.
- Represent the organization in industry forums, networking events, and strategic partnerships.

**3. Business Development:**

- Identify and secure new business opportunities to expand the client base within the region.
- Promote cross-selling and upselling of financial products and services to existing clients.

- Collaborate with relevant internal teams to develop and market innovative solutions for Financial Institutions.

#### 4. Team Leadership:

- Lead, mentor, and develop a regional team of investment officers
- Foster a performance-driven culture and ensure team alignment with organizational goals.
- Provide regular training and development opportunities to enhance team capabilities.

#### 5. Risk Management and Compliance:

- Ensure adherence to regulatory and compliance requirements for all business activities.
- Identify and mitigate risks associated with financial institution partnerships and transactions.
- Maintain high standards of governance, ethics, and transparency.

#### 6. Operational Excellence:

- Monitor and analyze regional business performance metrics and prepare regular reports for senior management.
- Optimize resource allocation and streamline processes to improve efficiency and effectiveness.
- Leverage technology and data analytics to drive decision-making and operational improvement.

### Job Competencies ( Academic/ Experience and Behaviourial Attributes)

#### Academic Qualifications

- ❖ Bachelor's degree in business administration, Finance, Economics, or a related field; MBA or equivalent is preferred.
- ❖ 10+ years of experience in banking services, Development Finance Institutions (DFI's) with a focus on financial institutions, business development, or relationship management.
- ❖ Proven track record of achieving business growth and managing high-value client relationships.
- ❖ In-depth knowledge of financial products, services, and industry regulations.

#### Professional Qualifications / Membership to professional bodies

A professional qualification in Investment Banking, Finance, Economics or equivalent will be an added advantage

#### Behaviourial Competencies

- Strong strategic and analytical thinking abilities.
- Excellent interpersonal, negotiation, and communication skills.
- Leadership and team management skills with the ability to inspire and motivate.
- Adaptability and problem-solving mindset in a dynamic market environment.
- High level of integrity and professionalism.

Applicants are invited to send a letter of motivation illustrating their suitability in relation to the qualifications listed and their detailed curriculum vitae to the following address:

[hr@shelterafrique.org](mailto:hr@shelterafrique.org).

The deadline for submission is **24 JANUARY 2026**