



Career at ASA International

Position: Head of Risk and Compliance, ASA Zambia

Who we are

ASA Microfinance (Zambia) Limited ('ASA Zambia') is a subsidiary of ASA International Group plc ('ASA International' or 'the Group'), one of the world's largest international microfinance institutions offering socially responsible financial services to low-income, primarily female, entrepreneurs across Asia and Africa.

ASA International owns and operates microfinance institutions, including deposit-taking microfinance banks, in India, Pakistan, The Philippines, Sri Lanka, Nigeria, Ghana, Tanzania, Uganda, Kenya, Rwanda, Myanmar, Zambia, and Sierra Leone. The Group is headquartered in Amsterdam, The Netherlands and Dhaka, Bangladesh and has a premium listing on the main market of the London Stock Exchange.

Central to ASA International's mission is enhancing financial inclusion and fostering social and economic development within the communities it serves. As of December 31, 2023, the Group operates over 2,000 branch offices and manages a gross loan portfolio exceeding USD 369 million. With a dedicated team of over 13,400 employees worldwide, ASA International serves 2.3 million clients.

Job profile and responsibilities

The Head of Risk & Compliance is the senior-most risk authority in-country, responsible for building and maintaining a sound risk framework across all risk types; credit, operational, financial, IT, market, compliance, and emerging risks. The role ensures risks are identified, assessed, mitigated, and reported, supporting sustainable business growth while safeguarding ASA's clients, operations, and reputation.

Main responsibilities include:

- ▶ **Risk Leadership:**
 - ▶ Lead the development and implementation of the Country Risk Management Framework, policies, and procedures aligned to ASA Group standards.
 - ▶ Act as a trusted risk advisor to the Country CEO and Management Team, providing independent risk insight and challenge.
 - ▶ Embed a strong risk culture across the organization, ensuring ownership of risks by business and functional teams.
- ▶ **Risk Oversight and Governance:**
 - ▶ Chair or actively participate in local risk committees, ensuring escalation of material risks to Group level.

- ▶ Conduct regular risk assessments, stress testing and scenario planning, translating findings into actionable mitigation plans.
- ▶ Monitor key risk indicators (KRIs) and emerging risks, providing timely reports to Country and Group stakeholders.
- ▶ **Operational and Credit Risk:**
 - ▶ Oversee credit risk management processes, including portfolio quality reviews, early warning mechanisms and collections oversight
 - ▶ Ensure effective controls are in place to mitigate operational risks, including fraud, process failures, and external threats
- ▶ **Regulatory and Compliance Coordination:**
 - ▶ Collaborate closely with Group Compliance to ensure adherence to regulatory requirements and ethical standards
 - ▶ Support regulatory inspections, audits, and inquiries, ensuring prompt resolution of identified gaps
- ▶ **Crisis and Incident Management:**
 - ▶ Lead the country-level response to significant risk events or crises, coordinating with Group functions as needed
 - ▶ Maintain robust business continuity and disaster recovery plans
- ▶ **Capacity Building:**
 - ▶ Develop risk management capabilities within the country team through training, coaching, and knowledge sharing. Be key to building the culture to support the risk objectives.
 - ▶ Drive continuous improvement of risk processes, leveraging data, technology, and best practices

Qualifications

- ▶ Minimum 7 years' experience in risk management, preferably within Banking, Microfinance or financial services
- ▶ Strong understanding of credit, operational, and financial risk frameworks
- ▶ Proven ability to influence senior leadership and foster risk accountability across functions
- ▶ Experience with regulatory engagement and risk governance structures
- ▶ Analytical mindset with hands-on experience in risk assessments and mitigation planning
- ▶ High integrity, sound judgment, and resilience under pressure

Work environment

You will be part of the team in Zambia, with opportunities to collaborate with colleagues across Asia and Africa.

Reporting line

The Head of Risk and Compliance shall report to the Country CEO.

Job location

Zambia

If you feel you are the right match for the above-mentioned position, please apply with a cover letter along with up-to-date resume as a **single document** and send it to



careers@asa-international.com

Application deadline: 15th February 2026

Please Note: Only complete applications (cover letter and resume) will be considered and only shortlisted candidates will be contacted.

We stand for inclusion & diversity. Therefore, we warmly encourage everyone to apply, regardless of gender, background, ethnicity, age, religion, etc.

