



Executive and Professional Search Solutions *Across Banking and Financial Services*

At Millar Cameron, we partner with a wide range of organisations across the banking and financial services ecosystem – from multinational banks and DFIs to fintech disruptors and private equity-backed firms. We support clients across retail and investment banking, asset and wealth management, insurance, fintech, microfinance, and capital markets.

Expertise in banking and financial services: *Navigating disruption with strategic leadership*

The African banking sector is undergoing rapid change: digital transformation, regulatory evolution, ESG priorities, and shifting customer expectations are reshaping the landscape.

Millar Cameron has deep experience in financial services across Africa and emerging markets. This sector demands agile, strategic leadership to navigate rapid technological evolution, regulatory shifts, global economic pressures, and increasingly complex customer needs.

Today's leaders must balance commercial performance with compliance, digital transformation, financial inclusion, and ESG priorities. Whether steering established institutions or scaling high-growth platforms, strong leadership is essential to building sustainable, resilient organisations.

We understand that talent in financial services must go beyond technical competence. Visionary leaders drive change by aligning risk appetite with innovation, delivering impact through data and technology, and maintaining trust across diverse stakeholder landscapes.

We place senior talent across front, middle, and back-office functions – including strategy, finance, operations, HR, IT/digital, compliance, legal, ESG, and risk. These leaders power the systems, people, and performance that underpin long-term success.

Our clients span commercial and investment banks, private equity funds and portfolio companies, DFIs, and microfinance institutions. Whether launching a new fund, restructuring a business, or entering a new market, we help our clients find leaders who make a difference.

Our expertise spans Board level, C-suite, VP-level roles and Head of Function roles including:

- Chief Executive Officer
- Chief Financial Officer
- Chief Risk Officer
- Chief Credit Officer
- Chief Technology Officer
- Chief Digital Officer
- Chief Cyber Security Officer
- Chief Information Officer
- Head of Retail Banking
- Head of Corporate Banking
- Head of Investment Banking
- Head of Treasury
- Head of Human Resources^(HR)
- Head of Financial Crime & Fraud Prevention
- Head of Compliance
- Head of Wealth Management
- Head of Asset Management
- Head of Private Banking
- Head of Credit Risk
- Head of Internal Audit
- Head of Operations
- Head of Customer Experience
- Head of Payments & Digital Banking
- Head of Trade Finance
- Head of ESG
- Head of Data Science
- Non-Executive Directors^(NEDs)
- Chairman

Fintech and digital financial services: *Powering growth in a digital-first world*

The FinTech landscape in Africa and emerging markets is rapidly evolving, driven by mobile penetration, digital infrastructure growth, and an increasing demand for inclusive, customer-centric financial solutions. From digital banking and mobile money to blockchain and embedded finance, innovation is transforming how individuals and businesses interact with financial systems.

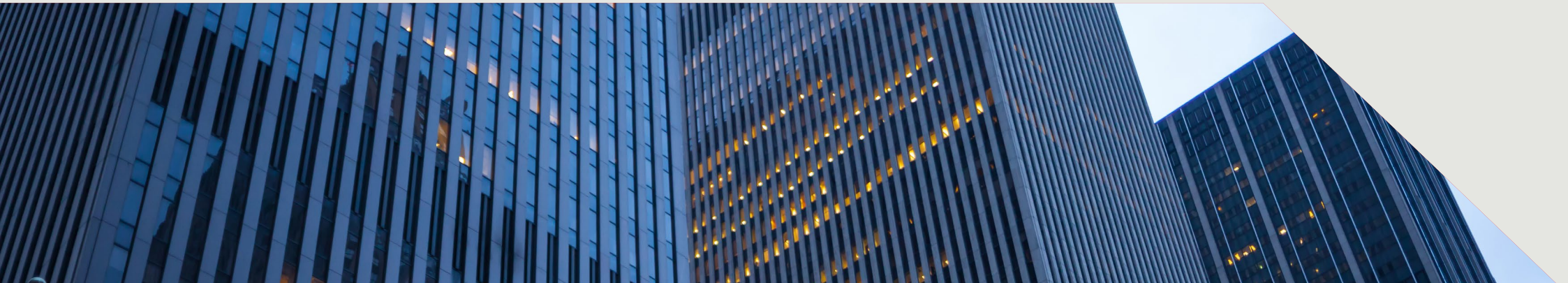
At Millar Cameron, we partner with high-growth FinTechs, digital banks, InsurTech's, payments platforms, and infrastructure providers across the continent. Whether you're a VC-backed startup scaling operations or an established institution launching a new product line, we help you secure the leadership talent to build, innovate, and expand.

Success in this space requires leaders who combine agility, technical knowledge, and commercial vision. We specialise in identifying executives who thrive in fast-paced, tech-driven environments—those who can shape product strategy, lead engineering and data science teams, build partnerships, and drive regulatory engagement.

Our placements in the FinTech ecosystem span C-suite and VP-level roles across:

- Product & Technology
(CTO, CPO, Head of Engineering, Data & AI leads)
- Commercial & Growth
(CCO, VP Sales, Partnership Leads, Heads of Growth)
- Operations & Risk
(COO, Chief Risk Officer, Customer Experience, Head of People and Culture)
- Corporate Functions
(CFO, General Counsel, Compliance, ESG)

We understand the talent dynamics specific to FinTech—blending financial acumen with startup resilience and digital fluency. With deep networks and insight into the ecosystem, we connect our clients with bold, forward-thinking leaders who turn disruption into competitive advantage.



Insurance: Building resilience and customer-centric cultures

From legacy transformation to digital distribution and the increasing impact of data analytics and climate risk, the insurance sector is redefining itself. We support life, general, health, and reinsurance organisations in appointing leaders who can balance innovation with operational resilience.

Our expertise spans Board level, C-suite (including Group), VP-level roles and Head of Function roles including:

- CEO / Division Heads
- Chief Actuary & Underwriting Leaders
- Chief Operating Officer
- Chief Claims Officer
- Chief Marketing Officer
- Head of Underwriting
- Head of Claims Processing
- Head of Risk Management
- Head of Actuarial Analysis
- Head of Sales & Marketing
- Head of Customer Service
- Head of Legal & Compliance
- Head of Finance & Investment
- Head of Product Development
- Head of Reinsurance
- Digital, AI, and Data Science Executives
- Risk, Compliance, and Regulatory Affairs Executives





About Millar Cameron

Since 2007, Millar Cameron has delivered executive and professional search solutions globally. We are passionate about identifying and enabling high-impact talent to help our clients grow, transform, and lead.

Our expertise in core sectors – including financial services, infrastructure, food and agriculture, and international development – positions us as a trusted advisor to boards, CEOs, and leadership teams navigating complexity and growth.

In addition to executive search, we offer a comprehensive suite of services, including talent mapping, leadership assessments, succession planning, and HR advisory – designed to support strategic workforce planning and long-term talent strategies.

For more information, please visit our website.
www.millarcameron.com

Millar Cameron's Executive Solutions

We provide end-to-end talent solutions that support every stage of the leadership lifecycle. Our services are designed to enhance your talent strategy and drive organisational performance.

Hire

Executive Search
Professional Recruitment
Project Recruitment

Find & Engage

Talent Mapping
Talent Pipelining

Assess

Psychometric & Leadership Assessments
Technical Evaluations
Competency Frameworks

Consult

HR & Talent Advisory



Our Banking and Financial Services Team

Our dedicated team of sector specialists is passionate about connecting high-performing leaders with organisations across the financial landscape. With deep expertise in emerging markets and extensive networks in financial hubs across Africa and beyond, we help our clients secure the talent that drives innovation and delivers long-term impact.

Contact our team today to explore how we can support your next leadership appointment.



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