KPMG

Job Description: Deputy Managing Director

August 2026

Deputy Managing Director

Job Description	
Job Title	Deputy Managing Director
Reports to	Managing Director
Supervises	Listing, Trading & Surveillance, Information Technology (IT) and Ghana Fixed Income Market (GFIM) Departments
Location	Accra

Role Summary

The Deputy Managing Director (DMD) supports the Managing Director in providing strategic leadership and oversight of the Exchange. The role drives the execution of the Exchange's strategic priorities, ensures organizational effectiveness, oversees governance and risk management frameworks, promotes market development, and strengthens stakeholder relationships to support sustainable growth and long-term institutional success

Duties and Responsibilities

Strategic Leadership & Execution

- Support the Managing Director in the development, implementation and monitoring of the Exchange's strategic plan.
- Drive the translation of strategic priorities into enterprise-wide initiatives and measurable outcomes.
- Monitor organizational performance against approved strategic objectives and key performance indicators.
- Provide strategic advice and support to the Managing Director on emerging opportunities, challenges and risks affecting the Exchange.

Corporate Governance, Risk & Compliance Oversight

- Provide oversight of governance, compliance and enterprise risk management frameworks across the Exchange.
- Ensure effective systems are in place for identifying, assessing, monitoring, and mitigating strategic and operational risks.
- Promote adherence to applicable laws, regulations, policies and corporate governance standards.
- Support the implementation of business continuity and operational resilience frameworks

Market Development & Innovation Oversight

- Provide strategic oversight of initiatives aimed at deepening and developing the capital market.
- Monitor market trends and emerging developments to identify opportunities for growth, innovation and diversification.
- Guide the development and implementation of initiatives that enhance market competitiveness, accessibility, and efficiency.
- Oversee strategic initiatives related to new products, services, and market development opportunities..

Operational Performance & Organizational Effectiveness

- Provide enterprise-wide oversight to ensure business units deliver on approved objectives and performance expectations.
- Monitor operational effectiveness and ensure alignment between departmental activities and organizational strategy.
- Promote operational excellence, continuous improvement and performance accountability across the Exchange.
- Ensure effective coordination and collaboration among business functions.

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Deputy Managing Director

Duties and Responsibilities

Technology, Digital Transformation & Operational Resilience

- Provide strategic direction for technology governance and digital transformation initiatives.
- Support investments and innovation that strengthen market infrastructure and service delivery.
- Oversee cybersecurity, information security and technology risk management frameworks.
- Ensure technology capabilities support the Exchange's long-term strategic objectives and operational resilience requirements.

Stakeholder & Regulatory Engagement

- Build and maintain strong relationships with regulators, government institutions, market participants, investors, development partners and other key stakeholders.
- Support engagement strategies that enhance the Exchange's reputation, influence and market positioning.
- Represent the Exchange at local and international forums as required.
- Facilitate effective collaboration with stakeholders to advance strategic priorities and market development objectives.

Financial Sustainability & Resource Stewardship

- Ensure the efficient operation and growth of the Ghana Fixed Income Market.
- Promote new fixed income products including corporate bonds, green bonds and other innovative instruments.
- Strengthen relationships with market stakeholders including SEC, Bank of Ghana, Ministry of Finance and market participants.
- Lead initiatives to improve market liquidity, transparency and efficiency.
- Promote investor education and market awareness.

People Leadership & Organizational Development

- Provide leadership and guidance to Heads of Departments and senior management teams.
- Promote a culture of accountability, high performance, innovation and collaboration.
- Support succession planning, leadership development and talent management initiatives.
- Foster organizational capability to meet current and future strategic needs.

Others

- Perform other strategic duties and responsibilities as assigned by the Managing Director and/or Council.
- Perform any other duties assigned by the Managing Director or Council.

Critical Success Factors (What the job holder must do to be successful in the role)

- Demonstrate strong strategic leadership and sound business judgment.
- Maintain a deep understanding of capital markets, market infrastructure and emerging industry developments.
- Drive effective execution of corporate strategy and transformation initiatives.
- Foster strong stakeholder relationships and institutional partnerships.
- Ensure effective governance, risk management and regulatory compliance.
- Champion innovation, operational excellence and continuous improvement.
- Build and develop high-performing leadership teams.
- Promote organizational resilience and long-term sustainability.

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Key Performance Indicators (KPIs)

- Achievement of strategic objectives and corporate performance targets.
- Successful execution of strategic and transformation initiatives.
- Effectiveness of governance, risk management and compliance frameworks.
- Growth and development of the capital market and Exchange ecosystem.
- Quality of stakeholder engagement and relationship management.
- Organizational performance and operational effectiveness.
- Leadership effectiveness and succession readiness.
- Successful implementation of digital transformation and innovation initiatives.
- Contribution to institutional sustainability and long-term value creation. ESG and sustainability-related market development achievements.

Educational & Competency Requirements

Minimum Education & Desired Experience

- Minimum of a bachelor's degree in finance, Economics, Accounting, Business Administration, Management, Law or a related field.
- Master's Degree in a relevant discipline is desirable.
- Professional qualifications in Finance, Accounting, Law, Governance, Risk Management, Securities or a related discipline is an advantage.
- GSE/GISE Professional Certification is required.
- Minimum of fifteen (15) years' experience in the financial services or securities industry, at least ten (10) of which should be in a senior management or executive leadership role.
- Demonstrated experience in strategic leadership, organizational transformation, stakeholder management and strategy execution.

Knowledge, Skills & Attributes

- Strong knowledge of capital markets and financial market infrastructure.
- Strong understanding of corporate governance, regulatory frameworks and enterprise risk management.
- Strategic thinking and execution capability.
- Strong leadership and people management skills.
- Excellent stakeholder engagement and relationship management skills.
- Excellent communication, influencing and negotiation skills.
- Strong analytical, problem-solving and decision-making capabilities.
- Knowledge of digital transformation, innovation and organizational change management.
- High levels of integrity, professionalism and accountability.

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Working Relationships

Internal

- Managing Director
- Heads of Department
- All Employees

External

- Securities and Exchange Commission
- Bank of Ghana
- Ministry of Finance
- Licensed Dealing Members
- Listed and prospective listed companies
- Investors and market participants
- Development partners
- Regional and international exchanges and industry bodies

Language Proficiency

English & French

Working Environment

Corporate office environment with local and international travel as required.

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