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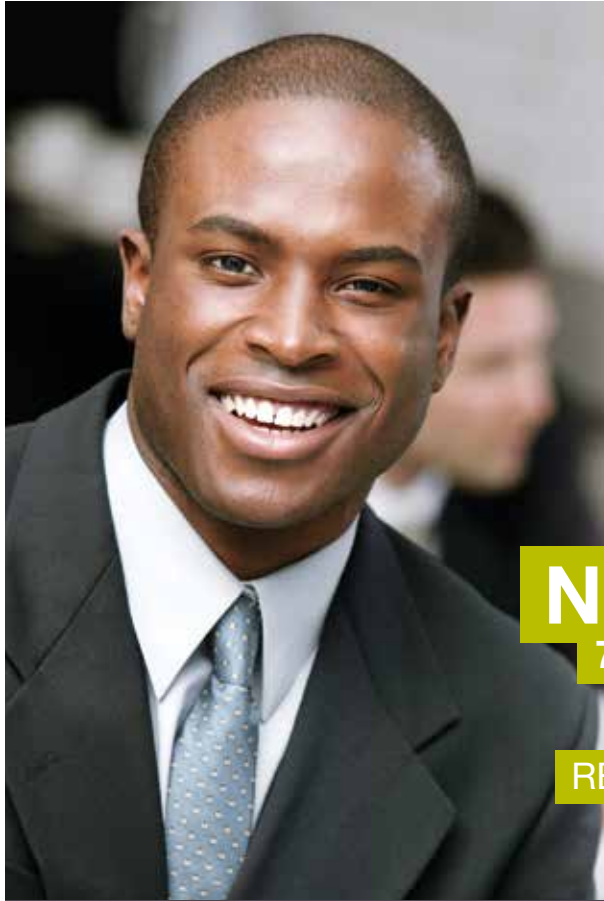


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AFRICA

A Global Career Company Initiative

NEW YORK
7-9 NOVEMBER 2014

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RECRUITMENT SUMMIT

Recruiting Excellence For Africa

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Hope



Unlocking



Enriching



Experience



Potential



On behalf of us all at Global Career Company, I would like to welcome you to our Careers in Africa Recruitment Summit, New York.

During the course of the Summit you will be mixing with an exclusive group of African professionals that have been hand picked from thousands of applicants, to network and interview and for positions with leading employers in Africa.

As well as pre-scheduled interviews; presentations will take place throughout the event, giving you a chance to learn more about the participating companies. You will also be able to meet with company delegates at their exhibition stands, giving you the opportunity to secure additional 'On-the-Spot interviews'.

I would like to thank our sponsors National Microfinance Bank. In addition, I would also like to thank our colleagues at the Universities, Business Schools, Societies, Embassies and High Commissions for their continued support. We are extremely grateful to them for their contribution to Careers in Africa's continued success.

This Programme will provide you with all the information that you need to gain the most from the Summit. If you have any questions, please talk to a member of the Global Career Company team, who will be able to assist you.

This year we are also extending to our candidates at New York an invitation to join the Careers in Africa Alumni Association. Speak with us to find out how this exciting initiative will benefit you.

On behalf of all of us at Global Career Company, I wish you every success with all your interviews and look forward to hearing about some exciting new career moves as a result of this Summit.

I wish you all a very successful event.

Rupert Adcock
Managing Director
Global Career Company



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Page 10



Page 12



Page 14



Page 15



Page 16



Page 18



Page 20

PARTNERS AND ASSOCIATIONS:



TOYIN OLALEYE

GENERAL TIMETABLE

Friday, 07 November 2014

TIME	ACTIVITY	LOCATION
16:30-17:30	Candidate Registration Open	Concourse Lobby
17:30-19:30	Welcome Networking Reception	Concourse A

Saturday, 08 November 2014

TIME	ACTIVITY	LOCATION
08:00	Candidate Registration Open	Concourse Lobby
09:00	Interviews Commence	Interview Floors
09:00-18:00	Exhibition Open	Concourse A
10:00-16:00	Company Presentations	Concourse G
18:00	Interviews Conclude	Interview Floors

Sunday, 09 November 2014

TIME	ACTIVITY	LOCATION
08:00	Candidate Registration Open	Concourse Lobby
09:00	Interviews Commence	Interview Floors
12:00	Interviews Conclude	Interview Floors

PRESENTATIONS

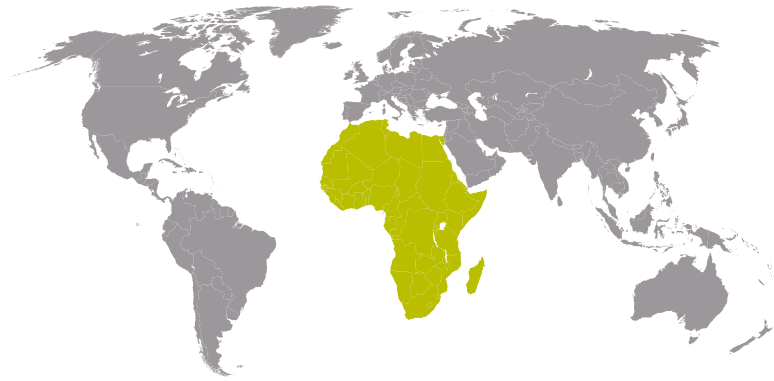
All presentations will take place in Concourse G. Space is strictly limited and candidates will be admitted on a first come, first served basis.

Saturday, 08 November 2014

TIME	COMPANY	LOCATION
10:00-11:00	Tullow Oil	Concourse G
11:00-12:00	National Microfinance Bank	Concourse G
12:00-13:00	Networking	Concourse G
13:00-14:00	AXA Insurance	Concourse G
14:00-15:00	Safaricom	Concourse G



APPLICANT DEMOGRAPHICS



Countries

Algeria	92
Angola	260
Benin	28
Botswana	15
Burundi	7
Cameroon	415
Congo Republic	83
Egypt	43
Ethiopia	36
Gabon	49
Ghana	378
Ivory Coast	156
Kenya	631
Malawi	13
Mauritius	14
Morocco	95
Mozambique	49
Namibia	13
Nigeria	1449
Republic of Congo	81
South Africa	381
Tanzania	217
Tunisia	96
Uganda	110
Zambia	72
Zimbabwe	125

Years of Professional Experience

0-3	38%
3-7	26%
7+	36%

Experience in Function

Engineering	10%
Finance	15%
Health Safety & Environment	6%
Human Resources	7%
IT	8%
Legal	2%
Logistics & Supply Chain	8%
Management	19%
Marketing	10%
Sales	10%
Telecommunications	5%

COMPANY HIRING REQUIREMENTS

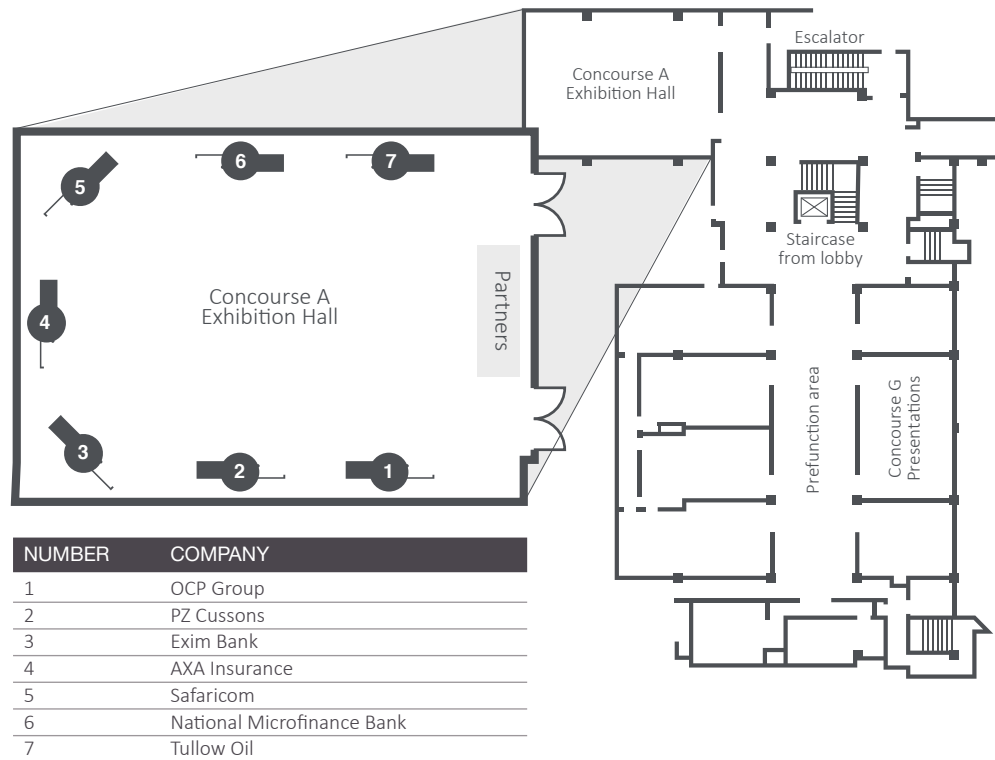
Function

Company	Engineering	Finance	Health, Safety & Environment	Human Resources	Information Technology	Legal	Logistics, Supply Chain	Marketing	Management / Consulting	Other	Sales	Sciences	Telecommunications
AXA Insurance		•		•	•	•		•			•		
Exim Bank		•		•	•	•		•	•				
National Microfinance Bank (NMB)	•	•		•	•			•					
OCP Group	•	•	•	•					•			•	
PZ Cussons	•					•	•	•			•	•	
Safaricom		•											•
Tullow Oil	•		•									•	

Nationality

Company	Across Africa	Egypt	Ghana	Kenya	Nigeria	Tanzania
AXA Insurance		•	•	•	•	
Exim Bank						•
National Microfinance Bank (NMB)						•
OCP Group	•					
PZ Cussons					•	
Safaricom				•		
Tullow Oil				•		

FLOOR PLAN



'ON-THE-SPOT' INTERVIEWS

All of the participating companies are keen to meet with additional candidates during the course of the event and to schedule 'On-the-Spot Interviews' with those that meet their requirements.

This is your opportunity to secure interviews with additional companies, so please read the following details carefully and if you have any questions, feel free to ask Global Career Company staff who will be happy to assist you.

Procedure

- Candidates wishing to secure 'on-the-spot' interviews will have the opportunity to leave their CVs with company delegates at their stands. For companies that do not have a stand, please leave your CVs with a member of staff.
- Company delegates will screen the CVs. They may organise these interviews with you directly or alternatively a member of Global Career Company staff will contact you on your mobile phone to make the arrangements.
- It is vital that your mobile phone is switched on throughout the Summit.

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WHAT IS OUR MISSION?

AXA helps its clients live more confidently each day, by protecting them, their families and their property against risks, and by managing their savings and their assets. Because every day is different, we support our customers as they face life's problems, big and small, empowering them to take on projects and prepare for the future with more peace of mind.

HOW WOULD YOU BE PART OF A LEADING GLOBAL COMPANY IN INSURANCE & ASSET MANAGEMENT?

- 1st insurance brand in 2013.
- Ranked 16th in the Fortune 500 largest companies.
- One of the world's leading asset managers (AXA Investment Managers and Alliance Bernstein ranked in the 'Top 50 Asset Managers 2014').

WHY IS AXA A GREAT PLACE TO WORK?

- **We create innovative products and better quality of service**

We have several programs and initiatives to foster innovation, promote internal creativity and recognize innovative projects across the Group. For instance, the AXA Drive app allows users to evaluate and improve their driving behavior and style. First launched in Spain, Switzerland and Belgium, it has been a smash hit – more than 250,000 downloads in 3 weeks.

By creating the AXA Lab in San Francisco, AXA has established a center of excellence in customer experience and innovation.

- **We promote an open working environment**

We promote diversity and inclusion by treating our people with respect and dignity and by valuing their individual differences.

We have committed to four main themes: gender balance, sexual orientation, flexible working arrangements and disability employment.

We are engaged in actions for communities. In 2013, 32,156 employees participated in initiatives organized by AXA Hearts in Action.

- **We provide challenging and empowering jobs with strong expertise and learning opportunities**

We have a broad diversity of jobs with innovative training, on-boarding, and talent development programs. In 2013, more than €80 million was allocated to training and development. AXA is recognized for its expertise: AXA Enterprise Risk Management Program was ranked among the best in the world by Standard and Poor's.

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JOIN A LEADING GLOBAL COMPANY IN INSURANCE & ASSET MANAGEMENT

Because every day is different, we support our customers as they face life's problems, big and small, empowering them to take on projects and prepare for the future with more peace of mind.

Worldwide, we redefine standards to better care about people.

1st insurance brand in 2013

16th Rank in the Fortune 500 largest companies

one of the world's leading asset managers

DISCOVER A GREAT PLACE TO WORK

We create innovative products and better quality of service

We promote an open working environment

We provide challenging and empowering jobs with strong expertise and learning opportunities

YOUR PLACE IS WITH US

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redefining / standards



Exim Bank Tanzania



About us

Exim Bank (Tanzania) Ltd, one of the locally established banks in Tanzania in August 1997, continues to remain in the forefront of providing quality banking services in the country. Within 17 years of its existence, the bank has built strong brand equity through its relationship management and its ability to provide a faster turnaround in services and in the process building a robust loyal customer base.

Ranking 5th in Tanzania in terms of total assets worth above one trillion shillings, today Exim Bank operates in 13 regions in Tanzania. The bank is known as one of the most innovative and fastest growing banks in the country and is recognized for its professionalism and business ethics. Ever since inception, the bank has been playing an important role as a financial player providing need based banking services to all strata in the economy.

Exim Bank provides one-stop financial services to its corporate and retail customers with a range of products, most of which are customized keeping in mind the specific needs of the clients. Our Faida accounts caters to the common man in Tanzania, with a minimum balance of TZS 5000 and Insurance benefit of TZS 1 million for the account holder in case of an accidental death.

Exim Bank has financial relationship with international lending agencies of repute namely IFC, PROPARCO and NORFUND. Exim Bank Comoros S.A a 100% owned subsidiary of the bank, obtained a line of credit from PROPARCO amounting 4million Euro, in October 2010. Exim Bank Tanzania has very recently received 15million USD from PROPARCO.

Exim Bank Tanzania is also a member of the Global Banking alliance for Women (GBA). The GBA 10th Anniversary summit was hosted by IFC at New York where in Exim Bank Limited has participated. This alliance spark innovations that enhance bank programs and also serves common goal of building women's businesses.

Exim Bank Tanzania is committed to contribute towards the general economic development by aiding local communities and the society through its CSR (Corporate Social Responsibility) program. Organizing awareness campaigns, recognizing individuals, women

empowerment, financing the education sector and NGOs are some initiatives regularly held by the bank to help fulfill the diverse socio-economic needs of the country.

During the recent years the bank has been bestowed with many recognitions. Exim Bank has won an award from National Board of Accountant and Auditors (NBAA) for Best Presented Financials statement in the banking Sector Category- 2009 and emerged the overall winner. In 2013 Exim Bank was short listed among top five retail banks in Africa in the prestigious African Bankers Awards held in Marrakesh, Morocco. The Bank's success in the last 15 years stems from its passion to offer unmatched banking services backed by dedicated staff and loyal customers which was vindicated by being ranked 1st in Customer Care in Tanzania 2012 (KPMG Report). The Bank has been Awarded Best Practice Environmental Award 2013 by the Ilala Municipal Council as the best Financial Institution in the environmental practice.

Mission

We are committed to remain an innovative Tanzanian Bank offering service of international standards

Vision

To be the bank of choice

Values

Reliability
Integrity
Professionalism
A drive for customer satisfaction



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National Microfinance Bank



In 1997, the National Microfinance Bank Limited Incorporation Act established the NMB. In 2005, The Government of the United Republic of Tanzania started the privatization process and sold part of its shareholding (49%) to a consortium led by the Coöperatieve Centrale Raiffeisen-Boerenleenbank B.A. ('Rabobank Group'). In 2008, the Government reduced its share to 30% through the sale of shares to the general public in an IPO (16%) and to the NMB staff (5%). NMB became listed on the Dar es Salaam Stock Exchange on 6th November, 2008.

Mission

Through innovative distribution, and its extensive branch network, NMB offers affordable, customer focused, financial services to the Tanzanian community, in order to realize sustainable benefits for all its stakeholders.

Vision

To be the preferred financial services partner in Tanzania.

Our Scope

NMB is the leading retail bank in Tanzania, with over 145 branches which are located in more than 95% of all Tanzania's districts, 1.7 million customers and close to 500 ATM's. This broad branch and ATMs network distinguishes NMB from other financial institutions in Tanzania.

We are committed to sustaining and enhancing our branch network in order to provide access to citizens in all areas of Tanzania, including the most remote. NMB pioneered major innovations in the Tanzanian market including mobile banking and PesaFasta, an ATM based remittance product targeted at the unbanked. To date NMB Mobile has got over 700,000 customers who are registered with the service.

NMB is also making inroads in corporate banking, treasury, and transactional services such as corporate payments, collections and trade finance. NMB plays an important role in the agricultural value chain and pioneered warehouse receipt financing for the country's Agricultural Marketing Co-operative Society (Amcos).



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OCP Group

**A global industry leader**

OCP Group is the world's leading producer of phosphate rock and phosphoric acid as well as one of the leading global fertilizer players, with more than 90 years of history serving agriculture. The OCP Group has exclusive access to Morocco's phosphate rock reserves – the largest global reserve base according to USGS.

Fully integrated throughout the value chain, the OCP Group delivers value from mine to market, with activities ranging from mining mineral resources to producing high value-added products. With a global footprint and revenues of more than US\$5.5 billion in 2013, the OCP Group has 23,000 employees and serves every key agricultural market in the world.

Competing in a changing global industry, OCP has made significant capital investments to expand its mining and production capacities to drive future growth, creating exciting opportunities for employees.

Investing in employees

OCP's ability to attract and retain the best talent at every level of the organization is vital to the successful execution of the Group's strategy. It endeavors to strengthen corporate culture and values for a strong sense of cohesion of employees as part of OCP's large family. Since 2006, OCP has reviewed its HRM policy placing a high premium on developing its human capital and broadening its pool of skills.

Building environmental performance

OCP believes that embedding sustainable development in every aspect of the business creates value over the long run and generate benefits for all stakeholders. Committed to high HSE standards, it takes every step to control the health and environmental impacts of its industrial processes and facilities.



Creating jobs and economic benefits

OCP contributes to economic and social development of all regions where it operates, generating benefits for host communities. Each year, community investments and projects – industrial, real estate, social and leisure – create direct and indirect jobs. OCP's activities serve as a catalyst for social and economic development of local communities, with the contribution of NGOs, civil society and others.

Acting responsibly

OCP conducts its operations in a responsible and sustainable manner and maintains mutually beneficial relationships with stakeholders. Group-wide projects as well as social, educational, cultural and medical infrastructure benefits to all employees and neighboring communities. By creating a healthy and safe working environment, encouraging social dialogue and providing industry-leading career development opportunities for employees, OCP helps them achieve their potential.

Morocco's mining powerhouse is recruiting!

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PZ Cussons



PZ Cussons Careers

We believe work should be fulfilling and talent should be recognised, so if you have CAN DO attitude, aptitude and ambition, there's no end to the opportunities available. You'll work on the best brands in interesting markets with great people who truly excel in their fields.

Brilliant brands

With leading global and local brands, our mission is to enhance the lives of our consumers everyday with quality, innovative products. We're adding a little bit of 'extraordinary' to our customers' everyday lives with brands in Personal Care, Food and Nutrition, Beauty, Home Care and Electricals. Every team member plays a part in our success story, so who knows what we'll develop with you on board!

Progression and possibilities

Our CAN DO culture is one of aspiration and self-motivation, where just doing the job isn't enough to get you further. You'll need bright ideas, flexibility, an eye for opportunity and a real desire to achieve, as an individual and as part of a team to excel here.

Rewarding roles

We believe in rewarding and celebrating successes, so you can look forward to a range of generous benefits as part of a responsible, caring company. What's more, you'll be working with the very best in the business, which makes for an enriching, exciting career.

A world of opportunity

Want a job that's both local and global? You've found it. We're at the heart of communities around the globe, with offices and operations across Europe, Asia, Africa and North America. Working together and networking across countries and cultures is paramount to our success. Want to be part of our Global Family? Take the first step.

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Safaricom



Safaricom provides a comprehensive range of services under one roof. These include mobile and fixed voice, data and financial services on a variety of platforms. Safaricom has remained consistent in availing cutting-edge devices that contribute towards meeting the communication needs for the over 21 million customers on the network. With annual revenues in excess of Kshs. 140 Billion and a subscriber base of 21.6 million, Safaricom also hosts Kenya's widest 3G network alongside a growing fibre optic cable footprint.

Safaricom's M-PESA is the most successful mobile money transfer in the world. Launched in March 2007 as a money transfer service, M-PESA now has over 19 million customers and over 88,000 Agent outlets countrywide. Safaricom's latest product in the market is M-Shwari. M-Shwari is a revolutionary new banking product for M-PESA customers that allows you to save and borrow money through your phone while earning you interest on money saved.

Facts about Safaricom

- Employs over 4,000 staff directly and over 500,000 indirectly
- Has approx. 3,000 base stations across the country
- Has the largest call center in Sub-Saharan Africa

Our people are our most valuable asset and are key to achieving of our vision of transforming lives. This is reflected in our commitment to creating a working environment that supports our staff — freeing them to concentrate on their work and enjoy their achievements. We offer employees a wellness programme, crèche facilities, access to subsidized gym facilities, leisure amenities, regular social events, as well as competitive salaries and career opportunities.

With a footprint in all of Kenya's 47 counties, and a strong history of partnerships dating back to our inception in 2003, the Safaricom Foundation has worked with Speed, Simplicity and Trust to implement over 1,000 community projects, impacting over 3 million people, through our thematic areas of Health, Education, Environmental Conservation, Economic Empowerment, Water, Disaster Relief, and Arts & Culture.



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Tullow Oil



Tullow Oil is a leading independent oil and gas, exploration and production group. It has interests in over 150 exploration and production licences, across 26 countries, which are managed as three regional business units: West & North Africa, South & East Africa and Europe, South America and Asia. Tullow is quoted on the London, Ghana and Irish Stock Exchanges and is a constituent of the FTSE 100 Index.

In Africa, Tullow has production in Ghana, Gabon, Côte d'Ivoire, Mauritania, Congo (Brazzaville) and Equatorial Guinea with two large appraisal and development programmes in Ghana and Uganda. Tullow also has exploration interests in Gabon, Guinea, Côte d'Ivoire, Liberia, Sierra Leone, Mauritania, Senegal, Mozambique, Madagascar, Kenya and Ethiopia along with a development interest in Namibia.

Tullow's European interests are focused on gas in the UK Southern North Sea, where it has significant interests in the Caister-Murdoch System and the Thames area and in the Netherlands where it has offshore gas production, development and exploration opportunities. In October 2012 the company acquired an interest in a block offshore Greenland, and in early 2013 it acquired its first Norwegian acreage through the acquisition of Spring Energy.

In South America, Tullow has exploration acreage in French Guiana, Suriname, Guyana and Uruguay. The group is in the process of selling its Asian assets which include exploration and production acreage in Bangladesh and Pakistan.

Tullow Oil is headquartered in London and has corporate offices in Ireland, Ghana, Uganda, Kenya and South Africa. The group has a total global workforce of over 1,700 people, with approximately 50% of these working in its African operations. Tullow's unique culture and ability to attract and retain highly competent people from different cultural backgrounds continues to be a core strength and gives competitive advantage. The group aims to create employment opportunities for local people.

Tullow endeavours to conduct its business to the highest industry standards in a way that is ethical and safe, minimises its impact on the environment and ensures that it is open with and supportive to the local communities and countries where it has operations.



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Careers in Africa remains the leading website for outstanding roles in Africa. In addition to the myriad roles available at this Summit, there are hundreds of other roles online all year round, a select few of which are shown below. To find out more and to apply, visit careersinafrica.com

JOB TITLE	INDUSTRY	LOCATION
Manager, Trade Finance	Banking	Across Africa
FX Trader, FXLM Treasury Division (VP Level)	Banking	Across Africa
Sales Trader Equities	Banking	Across Africa
Manager External Communication	Banking	Across Africa
Assistant Manager, Compliance	Banking	Across Africa
Business Development Manager	FMCG	Algeria
HRD	Banking	Algeria
Windows Core Infrastructure	Banking	Algeria
Head of HR	Oil & Gas	Angola
Regulatory Affairs	FMCG	Angola
Rail Treasury Manager	Oil & Gas	Angola
HR Business Partner	FMCG	Angola
Deputy Manager	Oil & Gas	Angola
Managing Director	Renewable Energy (Solar)	Cameroon
Technical Director	Cement/ Construction	Egypt
Managing Director	FMCG	Ethiopia
Senior Country Operations Officer	Banking	Gabon
Managing Director	Logistics	Ghana
Services Delivery Manager	FMCG	Ghana
HR Manager	Logistics	Ghana
Business Development Manager	FMCG	Ivory Coast
Head of Vaccines	Pharmaceutical	Ivory Coast
Senior Investment Officer	Private Equity	Ivory Coast
Country Manager	FMCG	Ivory Coast
Country Manager	Cement/ Construction	Kenya
Sector Manager- Enterprise Wholesale Services	Telecoms	Kenya
Senior Manager – Regulatory Economics & Interconnect	Telecoms	Kenya
Technologist Product Development	Oil & Gas	Kenya
Operations Managers	Oil & Gas	Kenya
Managing Director	Oil & Gas	Mozambique
Finance Manager	Oil & Gas	Mozambique
Business and Strategic Risk Manager	Cement/ Construction	Nigeria
Business Development Manager Solutions	Healthcare	Nigeria
Chief Production Engineering Manager	Oil & Gas	Nigeria
General Manager Stakeholder & Government Relations	Logistics	Nigeria
Head of Risk Business Unit	Cement/ Construction	Nigeria
Manager Communications	Logistics	Nigeria

To apply for any of the above roles, and to discuss in more detail, please apply at: www.careersinafrica.com

JOB TITLE	INDUSTRY	LOCATION
Managing Director	Insurance	Nigeria
B2B Business Development	FMCG	Nigeria
Cluster Manager	Cement/ Construction	Nigeria
Equity Product Manager	Banking	Nigeria
ETF Product Manager	Banking	Nigeria
Head of Retail	Ecommerce	Nigeria
Manager Gvt Relations	Logistics	Nigeria
National Trade Marketing Manager	FMCG	Nigeria
Senior Brand Manager	FMCG	Nigeria
VAP Specialist	Cement/ Construction	Nigeria
Managing Director	FMCG	Nigeria
Packaging Manager	FMCG	Nigeria
Technologist Product Development	FMCG	Nigeria
Country Manager	Pharmaceutical	Rwanda
Maintenance Assistant Manager	Cement/ Construction	Senegal
Business Development Manager: Ultrasound (US) Southern Africa	Healthcare	South Africa
Sales Manager	Oil & Gas	South Africa
Marketing Director	FMCG	South Africa
National Sales & Key Account Manager	FMCG	South Africa
Performance Improvement Manager	FMCG	South Africa
Finance & Controlling Manager	FMCG	South Africa
Client Sales Solution	Telecoms	South Africa
Senior Finance Manager	Insurance	South Africa
Chief Finance Officer	Banking	Tanzania
Senior Manager Business Process Management	Banking	Tanzania
Senior Manager Credit Risk Management	Banking	Tanzania
Senior Manager Payments	Banking	Tanzania
Senior Manager Payments	Banking	Tanzania
Senior Manager Technical Infrastructure Services	Banking	Tunisia
Chief Operations Officer	Sports/ Fitness/ Leisure	Tunisia
Equity Research Analyst	Banking	Tunisia
Investment Director	Private Equity	Tunisia
Strategy Consultant	Banking	Tunisia
Director of Operations	Agriculture	Uganda
GM East Africa	Oil & Gas	Uganda
Wholesales Banking Director	Banking	UK
Chief Executive Officer	FMCG	Zimbabwe