

MILLAR CAMERON

Director of Africa
Abler Nordic



About *Abler Nordic*

Since 2008, Abler Nordic has invested in financial-service providers serving low-income households across Sub-Saharan Africa, South Asia and South-East Asia and has raised nearly USD 500M in committed capital. Its portfolio companies have reached nearly 17 million customers, helping them grow businesses, increase incomes and improve their quality of life. Abler Nordic combines measurable social impact with rigorous commercial investment discipline.

Originally focused on microfinance, its activities now span a broader set of sectors within financial inclusion, such as MSME finance, affordable housing, asset leasing and financing, and agri-finance, with emerging opportunities in fintech and climate finance.

Abler Nordic operates as a public-private partnership. Catalytic public capital, including Norwegian government support for its Technical Assistance and Foreign Exchange Facilities, helps mitigate risk and mobilise private investment.



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Role at a glance

Location

Nairobi, Kenya

Reports to

Chief Investment Officer, with a dotted line to the CEO

Governance

Member of the Management Committee (CEO, CFO, CIO, Director Africa, Director Asia, Director Oslo)

Team

2 investment professionals in Nairobi

Investments

Equity, debt and mezzanine investments in financial inclusion across Sub-Saharan Africa

Travel

Up to 20%



Role purpose

The Director of Africa leads Abler Nordic's investment activity across Sub-Saharan Africa and shares responsibility for the firm's strategy, growth and culture as one of six members of its Management Committee. Reporting to the Chief Investment Officer, with a dotted line to the CEO, the Director combines hands-on investment leadership with a broader mandate to help shape and scale Abler Nordic's African platform.

The role encompasses origination, structuring, execution and active portfolio management across equity, debt and mezzanine investments; leadership of the Nairobi office; and a proactive contribution to firm strategy, fundraising and external partnerships. The successful candidate will bring the commercial judgement and entrepreneurial drive to build on an established regional portfolio while identifying where Abler Nordic should invest and grow next.



Key responsibilities

Investment leadership

- Own and develop the Africa investment pipeline, identifying priority markets, sectors and themes and building proprietary origination through relationships with CEOs, boards, shareholders, regulators and ecosystem partners.
- Lead transactions from screening and due diligence through structuring, Investment Committee approval, negotiation, legal completion and funding across equity, debt and mezzanine instruments.
- Apply disciplined investment judgement, assessing business models, financial performance, management teams, valuation, credit quality, risk, impact and growth prospects; oversee robust modelling and investment documentation.
- Evaluate structures supporting local-currency financing and effective management of currency risk.
- Oversee portfolio performance, including investee governance, covenants, value-creation plans, refinancing and exits; represent Abler Nordic on investee boards where appropriate.
- Support portfolio companies on strategic priorities including capital raising, institutional strengthening, digitalisation and sustainable growth.

Strategy and fundraising

- Contribute to Management Committee decisions on firm strategy, capital allocation, investment themes and new products.
- Identify opportunities to broaden Abler Nordic's investment proposition where market demand, investor appetite and the firm's capabilities intersect.

- Proactively support fundraising by developing relationships with DFIs, institutional investors, foundations, family offices and other capital providers, and opening doors for the CEO and CIO.
- Contribute to investor due diligence, track-record materials, portfolio analysis and responses to investor enquiries.
- Develop co-investment and syndication partnerships to extend investment reach and deployment capacity; represent Abler Nordic at investor, industry, regulatory and DFI engagements.

Leadership and Management Committee

- Lead the Nairobi office and its team of two investment professionals; manage the office budget.
- Recruit, coach and develop investment professionals, creating a collaborative, accountable and high-performing team in which colleagues are empowered to exercise sound judgement.
- Share collective responsibility with the Management Committee for firm-wide governance, risk, policy and culture.
- Operate autonomously from Nairobi while maintaining close alignment with headquarters in Oslo and sharing learning across regional teams.

Impact, ESG and technical assistance

- Ensure that investments meet the principles set out in Abler Nordic's ESG and Impact Framework; support monitoring and reporting on impact outcomes.
- Work with our Technical Assistance Facility team to identify governance, technology and institutional-capacity needs across your portfolio companies and help develop projects to address them.

Candidate Profile

This is not just a managerial position but hands-on regarding making investments.

Essential

- At least 10 years (ideally 15+ years) of relevant professional experience, with a substantial track record in emerging-market investing and direct responsibility for originating, structuring, executing and managing investments in Africa.
- Strong private equity transaction experience and investment judgement, ideally complemented by debt investing and structuring expertise.
- Experience in financial inclusion, including microfinance, MSME finance, agri-finance, climate finance, fintechs or adjacent impact sectors.
- Strong command of financial modelling, valuation, credit assessment, due diligence and corporate investment analysis.
- Experience building investor relationships or supporting capital raising, with the appetite to play an increasingly proactive role in fundraising.
- Demonstrated ability to lead and develop investment professionals, preferably in an international or multi-country environment.
- Experience living and working in Africa, with a credible network across financial institutions, investees, investors, regulators and co-investors.

- Ability to influence senior management teams and boards; excellent spoken and written English and the presence to engage Investment Committees and investors.

Desirable

- Mezzanine investing, local-currency financing, experience with blended finance or DFI-supported transactions.
- Board, board-observer or nominee-director experience.
- Involvement in portfolio exits.
- Experience beyond traditional financial inclusion, particularly climate or agri-sector, and an ability to evaluate unfamiliar sectors.
- Experience supporting digital transformation in financial institutions and familiarity with ESG and impact measurement.
- French language capability and investment exposure across multiple African regions.
- Experience in investment banking or rigorous transaction advisory environments.



Competencies and behaviours

- Commercial judgement: makes disciplined decisions that balance financial return, risk and measurable impact.
- Proactive and resourceful: originates opportunities, solves problems and takes ownership without waiting for direction.
- Strategic and intellectually curious: connects African market opportunities to the firm's wider ambitions and learns quickly across sectors.
- Humble and self-aware: demonstrates integrity, reflects on mistakes and welcomes challenge.
- Collaborative coaching leader: develops talented colleagues and builds a strong, non-hierarchical team.
- Trusted relationship builder: earns credibility with CEOs, boards, regulators, investors and colleagues across cultures.
- Autonomous and mission-aligned: operates independently while contributing constructively to the wider organisation.
- Strong communicator: expresses ideas clearly, listens well and communicates effectively with diverse stakeholders.

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Practicalities

Location - Nairobi, Kenya. Travel requirements will vary but are expected to average around 20%, across Africa and internationally.

Key relationships include the CIO, CEO, CFO, Director Asia, Director Oslo, Nairobi investment team, Investment Committee, portfolio company boards, DFIs, co-investors and investors.

Abler Nordic is seeking an investment leader who can combine excellent execution today with the ambition and judgement to help build the next phase of its African business.



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How to apply:

Please send your CV and contact details to Tom Jeffes or Achim Pashi Lokombe who will contact you to discuss your application in more detail.



Contact: Tom Jeffes

Email: tom.jeffes@millarcameron.com

Phone: +44 2038 000 304



Contact: Achim Pashi Lokombe

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M I L L A R C A M E R O N

Who are Millar Cameron?

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.



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PEOPLE . PASSION . PERSISTENCE

Oxford London Nairobi