

JOB PURPOSE

To lead the region's Global Markets business, delivering best-in-class trading, sales and risk management across foreign exchange, fixed income, commodities and derivatives. The role is responsible for driving revenue growth, maintaining disciplined risk practices, building strong client relationships and ensuring the region's markets strategy aligns with the wider CIB strategy.

JOB CONTEXT

The Regional Head of Global Markets operates in a fast-moving market environment characterized by currency volatility, interest rate movements, geopolitical uncertainty and evolving regulatory requirements. The role oversees trading and sales across the region, ensuring that risk is carefully managed, liquidity is maintained and client needs are met. The position demands strong collaboration with country markets teams, risk management and other product partners to deliver seamless end-to-end solutions. Regulatory compliance and market conduct obligations are critical, as is the ability to anticipate market trends and innovate product offerings. The incumbent must balance short-term trading performance with long-term client relationships and sustainable growth.

KEY RESPONSIBILITIES

Business and Financial performance

- Develop and execute the regional markets strategy to grow revenues across FX, fixed income, equities, commodities and derivatives while achieving return on capital targets.
- Set and manage annual budgets, trading limits and risk appetites, ensuring the business delivers on profitability, market share and liquidity objectives.
- Monitor P&L and risk metrics daily, taking proactive actions to optimise the balance between risk and return and to comply with regulatory requirements.
- Lead product innovation and pricing strategies that differentiate the bank's offerings and respond to client needs and market opportunities.
- Collaborate with other CIB product heads and country leadership to cross-sell markets solutions and support integrated client coverage.

Customer Excellence

- Build and maintain strategic relationships with corporates, financial institutions and public sector clients, providing advisory and execution excellence.
- Ensure delivery of competitive pricing, timely execution and value-added research to enhance client satisfaction and loyalty.
- Champion a client-centric culture within markets teams, ensuring responsiveness, transparency and high service standards.
- Work with client coverage teams to identify client needs, develop tailored solutions and anticipate market developments affecting clients.
- Conduct regular client reviews and feedback sessions to improve products, service delivery and cross-selling opportunities.

Leadership and people management

- Lead, motivate and develop a diverse team of sales, trading and research professionals across the region, fostering a culture of high performance, integrity and risk awareness.
- Recruit and retain top talent, ensuring appropriate succession planning and skills development to meet current and future business needs.
- Set clear goals and performance expectations, provide regular feedback and manage rewards in line with the bank's values and performance framework.
- Promote collaboration between front office, middle office and back office functions, ensuring alignment and operational effectiveness.
- Uphold and model ethical market conduct, compliance with regulatory requirements and adherence to the bank's risk management framework.

Process, control and operational performance

- Ensure robust controls around trading activities, including limit monitoring, segregation of duties, valuation, confirmations and settlements.
- Maintain comprehensive documentation of policies, procedures and deal files to meet audit and regulatory standards.
- Work closely with risk, compliance, finance and operations teams to monitor exposures, implement systems enhancements and resolve operational issues.
- Drive efficiency through automation, straight-through processing and adoption of

electronic trading platforms where appropriate.

- Continuously monitor market, credit and operational risks, taking corrective action to address breaches and improve the control environment.

Strategic initiatives

- Identify and implement strategic opportunities to expand product coverage, including structured products, ESG-linked instruments and emerging market solutions.
- Lead digital and innovation initiatives in the markets business, including adoption of trading technologies, data analytics and algorithmic tools.
- Develop partnerships with external platforms, exchanges and fintech providers to enhance distribution and execution capabilities.
- Contribute to the development of the bank's overall CIB strategy and participate in cross-product initiatives and committees.
- Represent the region in global markets forums, regulatory engagements and industry associations to influence market development and policy.

KEY SUCCESS FACTORS

- Achieved revenue and profitability targets across all markets products with risk-adjusted returns within approved thresholds.
- Increased market share and client wallet penetration in priority segments.
- Improved client satisfaction scores and reduced complaint incidents.
- Maintained strong risk and compliance metrics with no material breaches or sanctions.
- Developed high-performing, skilled and diverse markets team with strong retention rates.
- Successfully introduced new products and digital initiatives contributing to growth.

JOB PROFILE

Experience & Qualification

- Bachelor's degree in Finance, Economics or related field; master's degree or CFA/FRM certification preferred.
- Minimum 12–15 years' experience in global markets trading and sales with at least 5

years in a leadership role.

- Deep understanding of FX, fixed income, equities and derivatives markets, trading strategies and market risk management.
- Proven track record of driving revenue growth while maintaining disciplined risk management.
- Strong knowledge of regulatory frameworks, market conduct rules and compliance requirements.
- Experience in product development and innovation within financial markets.
- Demonstrated ability to lead cross-functional teams across multiple countries or regions.
- Excellent communication, negotiation and stakeholder management skills.

Competencies and Behaviours

- Strategic market insight and ability to anticipate trends.
- Strong analytical and quantitative skills with risk mindset.
- Client-centric approach and commercial acumen.
- Leadership and team development capability.
- High ethical standards and compliance orientation.
- Collaborative working style and ability to influence stakeholders.
- Execution excellence and decision-making under pressure.
- Adaptability and innovation orientation in a dynamic environment.