

A photograph of two women in a market setting. The woman on the left is wearing a red and white striped shirt and has her hair in braids. The woman on the right is wearing a light blue shirt and a red headwrap. They are both smiling and looking at a smartphone held by the woman on the right. In the background, there are various fruits, including mangoes, on a wooden stand.

Career at ASA International

Position: Treasury Manager

Reports to: CFO

Direct reports: None initially

Location: Nairobi, Kenya

WHO WE ARE

ASA International is one of the world's largest and fastest-growing international microfinance institutions, with a premium listing on the London Stock Exchange. We operate across 13 countries in Asia and Africa, providing socially responsible financial services to underbanked, low-income entrepreneurs — the majority of them women.

We are in the midst of a strategic and digital transformation program, modernizing our systems, data infrastructure, and ways of working to build the next generation of inclusive financial services. Our renewed leadership team is driving this change with a clear focus on growth, professionalism, and disciplined execution.

ASA International combines the social impact of microfinance with the governance, technology, and ambition of a listed commercial bank. We are building a culture that values innovation, accountability, and excellence — attracting leaders who want to shape a modern, scalable, and data-driven financial institution.

JOB PURPOSE

To manage and Coordinate the Treasury (Funding and Cash management, ALCO, Deposits, FX) Credit and risk Portfolio in the Treasury Function of ASA International Kenya Limited.

DUTIES AND RESPONSIBILITIES

Principal Accountabilities

Treasury

1) Sourcing for Funding.

- Support and manage local financing activities, including loan facilities, credit lines, and operational funding requirements.

- Prepare and submit required documentation for financing negotiations, regulatory compliance, and reporting obligations.
- Investment of idle cash to ensure that there is enough liquidity for operations.
- Ensure full compliance with local financial laws, tax regulations, and internal audit requirements.

2) Cash Management

- Funding plan preparation, updates and analysis of funding prices to obtain optimal pricing
- Daily Cashflow monitoring by maintaining a balance between liability settlement and collections.

3) Manage Bank and Partner Relationships:

- Act as the Primary Focal Points for all Banks
- Ensure that the Company Facilities with the Banks and partners are properly maintained and documented
- Negotiate and implement favorable terms on the funding Facilities and as may be required by Local or Group treasury Management
- Ensure that the Company interest is safeguarded from exposure, including but not limited to fraud and misappropriation
- Maintain the Signatory Lists as per the Group Policy both internally and with the Banks.
- Monitor Interest Rates movements and ensure fair pricing to the Company.
- Scan the market and propose new Banking and Partner Relationships that may be worth to the Company.

4) Banking Transactions and Balances

- Ensure that all transactions in the Banks are timely, correct and as approved.
- Ensure timely and correct capture of Banking Transactions in AMBS/T-24
- Monitor Bank Balances to ensure optimum interest exposure
- Monitor Bank Balances to ensure funds are available to meet the Company's requirements
- Calculate, verify and challenge Interest Costs charged by the partners and ensure correct booking in the System
- Ensure that all Banking Platforms are safe and operational

5) Exchange Rate Management

- Monitor Exchange Rates movement and keep Management informed of changes
- Follow on impact of Exchange Rates movements, advise Management of Hedging Requirement as per Group Policy and apply hedging where required and agreed
- Implement Cross Currency Swaps, Forwards and back-to-back financing for foreign denominated loans where applicable.
- Negotiate with Bank for appropriate rates for Foreign Exchange Transactions (Spot and/or forward)

- Implement transactions (spot and/or forward) to ensure that Company requirement in terms of foreign currency is met at the lowest costs.

6) Treasury Reporting

- Responsible for disseminating Treasury Reporting both internally and to the Group
- Ensure that verified and approved Management Information, debt covenants and any other such requirement are shared with the funding partners
- Report and attend the monthly Treasury call with the Group Treasury Team
- Prepare quarterly cashflow forecasts and share with Group Treasury within the specified timelines.
- Ensure that all Key Performance Indicators for Treasury are within acceptable range.

7) Provisions, write-offs and recoveries: Recommend:

- Provision for bad and doubtful debts according to Group policy (ECL workings)
- Recoveries adjustments
- Bad Debt Write-offs

8) Risk Management

- Preparation of Asset and liability reports to be presented at the ALCO committee meetings
- Monitor interest rate, credit and liquidity risks, report on gaps and recommend actions to remedy the gaps
- Perform Stress test and scenario analysis

9) Key Challenges:

- Optimize company resources, updated policies, procedures, controls and reconciliation to reduce risk.
- Timely payments to both suppliers & staff
- Maintain optimum pricing from lenders

QUALIFICATIONS, SKILLS, AND EXPERIENCE:

1. Degree in Commerce or Finance or Banking, and Treasury Qualification
2. ACCA/ CPA or MBA or Treasury Qualifications are an advantage
3. Treasury policies, procedures & controls
4. Minimum of 3–6 years' experience in treasury management, finance, or accounting roles.
5. Manage cash, forecast, plan cash flow
6. Banking transactions
7. Transfer Pricing Policies & Laws
8. Risk & Forex exposure
9. Business Control framework
10. Strong stakeholder management and communication skills across senior leadership levels.
11. Ability to manage multiple priorities and deliver under tight timelines
12. Analytical mindset

13. Good interpersonal & communication skills with excellent customer service.
14. A team player with the drive to improve performance.
15. Ability to work independently under minimum supervision.

SUCCESS IN THIS ROLE WILL MEAN

- Liquidity Optimization, Excellent Cashflow planning
 - Financial risks are identified, measured, and controlled effectively
 - Funding & Capital Structure-Having a robust funding pipeline and a reliable access to funding at competitive terms.
 - Treasury Operations & Controls-Strong Internal Controls, Accurate Reconciliations, Clean audits with no significant findings.
 - Business Partnership & Strategic Value-Value Creations and Stakeholder Satisfaction.
 - Upholds ASA International Kenya's core values, promotes teamwork and compliance, and supports management in achieving overall business objectives.
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How to Apply:

Interested candidates should submit their resume and cover letter to careers@asa-ke.com. Please include "Treasury Manager" in the subject line of the email.

Only shortlisted candidates will be contacted for further evaluation.

Application Deadline: 16th January 2026.

Note: ASA International Kenya is an equal opportunity employer and welcomes applications from individuals of all backgrounds. We are committed to diversity, inclusion, and creating a supportive work environment where all employees can thrive.

- **Data Collection:** ASA International Kenya collects and processes personal data provided by candidates solely for recruitment and employment purposes. This includes information submitted through application forms, resumes, cover letters, and any other documents or communication channels used during the recruitment process.
- Your personal data will be treated as confidential and will only be accessible to authorized personnel involved in the recruitment process. ASA International Kenya will not share your information with any third parties outside the organization without your explicit consent, unless required by law.
- By submitting your application for employment, you consent to the collection, processing, and use of your personal data in accordance with the terms outlined in the above disclaimer.

Please Note: Only complete applications (cover letter and CV) will be considered and only shortlisted candidates will be contacted.

We stand for inclusion & diversity. Therefore, we warmly encourage everyone to apply, regardless of gender, background, ethnicity, age, religion, etc. Qualified women are particularly encouraged to apply for this position.