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EXECUTIVES IN AFRICA / INSIGHTS 2026

WHAT MAKES FINANCIAL SERVICES LEADERS MOVE JOBS?

110

FINANCIAL SERVICES LEADERS
SIX CAREER-MOVE INSIGHTS

THE BIGGER JOB WINS

42%

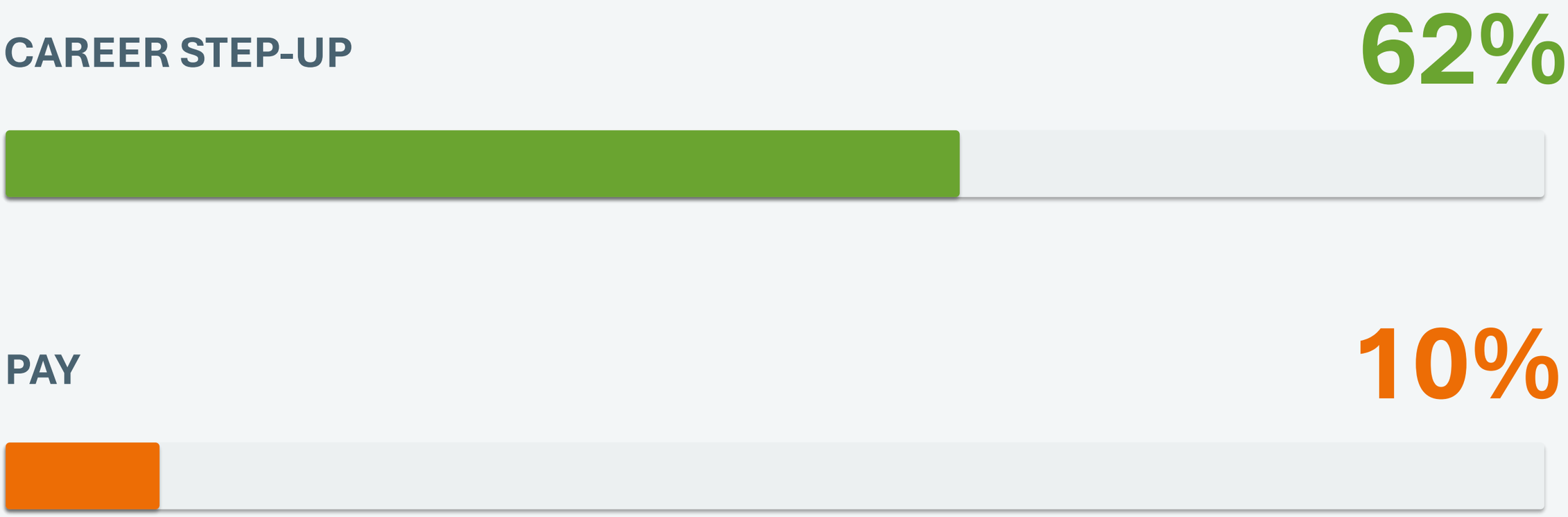
OF 110 LEADERS WANT TO STEP UP

42% of the 110 financial services leaders we spoke to want to step up.

WHAT A STEP-UP LOOKS LIKE

1. MD OR CEO
2. OWN P&L
3. DIRECT LINE TO THE CEO

BANKERS CHASE THE TOP JOB, NOT PAY



Many said the road to CEO in a large bank is too slow, or blocked.

IN FINTECH, PAY COMES FIRST

49%

OF FINTECH & PAYMENTS LEADERS CITED PAY

30 - 100%

PAY UPLIFTS SOUGHT

US DOLLAR CONTRACTS

Nearly half of fintech and payments leaders cited pay; 30–100% uplifts and US dollar contracts were common asks.

MISSION MOVES INVESTORS

1 IN 3

WANT MORE IMPACT

A third of investment, DFI and asset management leaders want more impact.

> **Some accepted lower pay for the right purpose.**

16%

MOVING BECAUSE OF CHANGE

RESTRUCTURES SET PEOPLE MOVING

REORGANISATION

SALE

CLOSURE

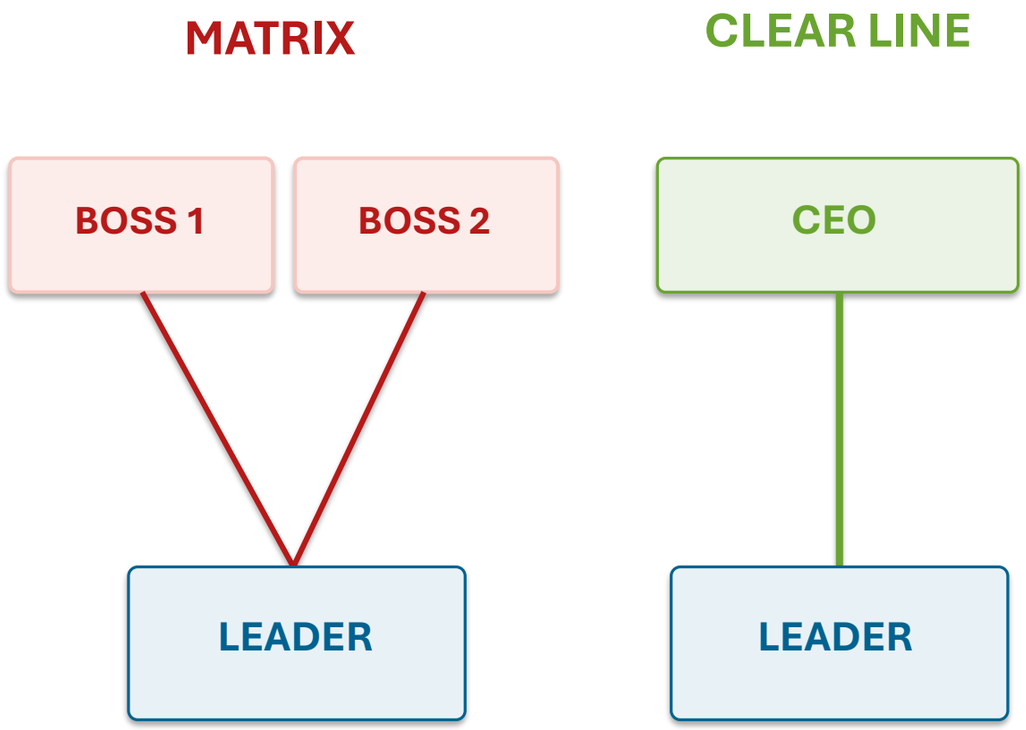
CONTRACT ENDING

16% were moving because of a reorganisation, sale, closure or contract ending. Change at the top unsettles senior talent.

MATRIX REPORTING PUSHES TALENT OUT

1 IN 10

CITED SLOW DECISIONS, LITTLE AUTONOMY OR REPORTING TO TWO BOSSES



A clean line to the CEO is a real selling point.

Pay opens the conversation. Scope, autonomy and purpose close it.

Richard Putley

CEO & Co-Founder · Executives in Africa

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