

Job Title	Group CFO & Head of Treasury (Capital Markets & Trading)	Location	Abu Dhabi
Employment Type	Full-time	Reports to	CEO and Board of Directors

1. Role Purpose

To lead the group's finance, treasury, capital, and market-facing activities, including the establishment of a fixed income trading and securities dealing platform, while ensuring strong financial governance, capital adequacy, and execution capability across all entities.

2. Core Responsibilities

Finance Leadership & Governance

- Lead financial oversight across all group entities, including planning, reporting, and performance management
- Establish and maintain strong financial controls, governance, and compliance frameworks
- Ensure alignment of financial reporting with business strategy and growth
- Act as a strategic advisor to the Group CEO and senior leadership on financial and commercial matters

Treasury, Capital & Balance Sheet Management

- Own and manage group-wide liquidity, cash flow, and capital allocation
- Ensure capital adequacy across all entities in line with regulatory and operational requirements
- Optimise balance sheet structure, funding mix, and capital deployment
- Drive efficient utilisation of capital across investments and business units

Funding, Banking & Custodian Relationships

- Develop and manage relationships with banks, lenders, and financial institutions
- Structure and execute debt facilities, funding lines, and capital solutions
- Liaise with global custodians across the group ecosystem
- Support capital raising initiatives and institutional investor engagement

Trading & Securities Platform

- Support the regulatory setup of trading and securities dealing entities (ADGM and Mauritius)
- Support execution of the group's USD 5Bn Euro issuance programme
- Lead the development of a fixed income trading and securities dealing capability
- Define and implement:
 - Operating model
 - Trading infrastructure
 - Governance and control frameworks
- Build and introduce trading relationships with counterparties and partners to ensure full market access
- Oversee development of trading capabilities across fixed income and related instrument

Deal Execution

- Work closely with the Group CEO and Group Managing Director (Investment Banking & Financial Services) on:
- Structuring transactions
- Funding strategies
- Execution of deals
- Align capital and treasury strategy with deal timelines and requirements

Risk, Governance & Control

- Own financial and treasury risk frameworks, including:
- Liquidity risk
- FX and interest rate risk
- Counterparty exposure
- Ensure robust governance, reporting, and compliance across jurisdictions
- Maintain strong regulatory alignment across all entities

Infrastructure & Build

- Establish scalable finance, treasury, and trading systems
- Implement forecasting, reporting, and performance tracking frameworks
- Build a finance and treasury function capable of supporting multi-entity growth

3. Experience and Capabilities

Experience

- 18+ years' experience across finance, treasury, capital markets, or investment banking within leading financial institutions or investment platforms
- Proven track record in treasury and balance sheet management, including liquidity, funding, and capital adequacy frameworks
- Strong expertise across fixed income, FX, derivatives, and capital markets products
- Demonstrated experience in structuring and executing funding solutions, including debt facilities and capital markets issuance
- Exposure to or involvement in establishing trading desks or market-facing platforms, including infrastructure, governance, and operating models
- Experience working with regulators and multi-jurisdictional frameworks (e.g. ADGM, offshore jurisdictions such as Mauritius)
- Strong relationships and ability to engage with:
 - Banks and financial institutions
 - Global custodians
 - Institutional investors
- Proven ability to support and execute transactions, working closely with senior leadership (CEO / MD level)

- Commercial mindset with the ability to align treasury and capital strategy to revenue generation and deal activity
- Experience building or scaling finance and treasury functions within a multi-entity environment
- Ability to operate both strategically and hands-on, particularly in a high-growth or build-phase organisation

Capabilities

- Strong commercial judgment and negotiation skills
- Deep technical understanding of deal structuring and documentation
- Able to “run the room” with banks, lawyers, sponsors, and senior stakeholders
- Hands-on, execution-oriented, sleeves-rolled-up mindset
- Ability to build and scale treasury, finance, and market-facing platforms from the ground up
- Strong understanding of capital allocation, liquidity optimisation, and balance sheet strategy
- Proven ability to navigate complex, multi-jurisdictional regulatory environments
- Strong stakeholder influence with the ability to drive alignment across CEO, MD, and investors

4. Style

- Deal maker, not a theorist
- Clear communicator with strong senior credibility
- Outcome-driven and pragmatic
- High ownership mindset with ability to operate in ambiguity
- Commands trust with investors, counterparties, and internal stakeholders
- Establish disciplined, efficient deal execution processes and governance
- Build and strengthen investor and counterparty relationships

5. Success Measures / KPI's

1. Liquidity & Capital Adequacy

- Maintain Liquidity Coverage Ratio (LCR) $\geq 110\%$ across all entities
- Zero liquidity shortfalls or capital adequacy breaches

2. Capital Efficiency

- Improve ROCE by 10–15% within 12–18 months
- Reduce idle/unallocated capital by 15–20% within 12 months

3. Funding & Cost of Capital

- Establish minimum 3 diversified funding sources within 12 months
- Reduce weighted average cost of capital by 1.5–2.5% within 18 months

4. Trading Platform & Market Access

- Achieve regulatory readiness (ADGM & Mauritius) within 6–9 months

- Establish 5–8 active trading counterparties within 12 months
 - Deliver operational trading capability within 9 months
- 5. Euro Issuance Programme**
- Support execution of €5Bn issuance programme in line with agreed milestones (12–24 months)
 - Onboard minimum 3–5 institutional investors / distribution partners
- 6. Deal Execution**
- Support closing of 100% of priority transactions within agreed timelines
 - Ensure full funding alignment for all executed deals
- 7. Risk & Governance**
- Zero material breaches across:
 - Liquidity risk
 - Market risk (FX / IR)
 - Counterparty exposure
 - Implement full treasury and risk framework within 6 months
- 8. Infrastructure & Scalability**
- Implement core finance and treasury systems within 6–9 months
 - Deliver 100% accurate monthly reporting within agreed timelines
- 9. Banking & Stakeholder Relationships**
- Establish 3–5 core banking relationships and custodians within 9–12 months
 - Build active engagement with institutional investors and counterparties
- 10. Commercial Contribution**
- Support delivery of group revenue targets linked to trading and capital activity
 - Contribute to new revenue streams from treasury / trading initiatives within 12 months

6. Why Stronghold Global?

Stronghold Global represents a dynamic and fast-evolving group with operations spanning project development, investment, and management.

As Chief Investment Officer (Transaction-Led / Investment Banking Focus), you will shape the group's growth trajectory, lead its global operations, and drive innovation across regions ensuring every Stronghold project reflects the company's values of precision, governance, and excellence.