



# Career at ASA International

## Position: Head of HR, ASA Uganda

### Who we are

ASA Microfinance (Uganda) Limited ('ASA Uganda') is a subsidiary of ASA International Group plc ('ASA International' or 'the Group'), one of the world's largest international microfinance institutions offering socially responsible financial services to low-income, primarily female, entrepreneurs across Asia and Africa.

ASA International owns and operates microfinance institutions, including deposit-taking microfinance banks, in India, Pakistan, The Philippines, Sri Lanka, Nigeria, Ghana, Tanzania, Uganda, Kenya, Rwanda, Myanmar, Zambia, and Sierra Leone. The Group is headquartered in Amsterdam, The Netherlands and Dhaka, Bangladesh and has a premium listing on the main market of the London Stock Exchange.

Central to ASA International's mission is enhancing financial inclusion and fostering social and economic development within the communities it serves. As of December 31, 2023, the Group operates over 2,000 branch offices and manages a gross loan portfolio exceeding USD 369 million. With a dedicated team of over 13,400 employees worldwide, ASA International serves 2.3 million clients.

### Job profile and responsibilities

ASA International (Uganda) Ltd. is seeking a dynamic and experienced professional to fill the role of the Head of HR. The successful candidate will play a pivotal role in driving HR strategies that align with the company's objectives, fostering a positive work culture, and ensuring the development and well-being of our employees. The Head of HR will be responsible for overseeing all HR functions, promoting talent management, Succession planning and contributing to the overall success of ASA International (Uganda) Ltd. Main responsibilities include:

- ▶ Develop and implement HR strategies aligned with the company's business objectives.
- ▶ Drive organizational culture, employee engagement, and talent retention initiatives
- ▶ Lead the recruitment process, ensuring the acquisition of top-tier talent to meet business needs
- ▶ Develop and implement effective onboarding and orientation programs.
- ▶ Oversee performance management systems and contribute to employee development
- ▶ Foster a positive work environment through effective employee relations and conflict resolution.
- ▶ Implement and communicate HR policies and procedures to ensure compliance.
- ▶ Identify training needs and facilitate the development of training programs.
- ▶ Manage and review the company's compensation and benefits programs.

- ▶ Ensure competitive and equitable pay structures and benefits to attract and retain talent.
- ▶ Utilize HR analytics to provide insights and recommendations for continuous improvement.
- ▶ Prepare regular HR reports for management and board review.
- ▶ Prepare and maintain a business succession plan
- ▶ Stay abreast of labor laws and regulations to ensure compliance.
- ▶ Advise management on legal and regulatory issues related to HR.

### Qualifications

- ▶ Bachelor's Degree in Human Resources, Business Administration, or a related field; Master's degree will be an added advantage.
- ▶ Registered member of the Human Resource Managers' Association of Uganda (HRMAU)
- ▶ Minimum of 12 years' progressive HR experience, including at least 3 years in a leadership role within a dynamic and diverse organization; experience in the financial services sector is preferred.
- ▶ Strong knowledge of Ugandan labor laws and regulatory requirements.
- ▶ Excellent interpersonal, communication, and leadership capabilities.
- ▶ Strategic mindset with the ability to translate HR strategy into clear, actionable plans.
- ▶ Proactive problem solver with a hands-on and results-orientated approach.

### Work environment

You will be part of the team in Uganda, with opportunities to collaborate with colleagues across Asia and Africa.

### Reporting line

The Head of HR shall report to the country CEO

### Job location

Kampala, Uganda

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If you feel you are the right match for the above-mentioned position, please apply with a cover letter along with up-to-date resume as a **single document** and send it to [careers@asa-international.com](mailto:careers@asa-international.com)

**Application deadline: 16<sup>th</sup> March 2026**

Please Note: Only complete applications (cover letter and resume) 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.*