



Career at ASA International

Position: Group Legal counsel

About us

ASA International is one of the world's largest and fastest growing international microfinance banking institutions offering socially responsible loans to underbanked, low-income female micro-entrepreneurs in Asia and Africa ("ASA International" or the "Group"). By expanding access to financial services, the Group supports poverty reduction and fosters socio-economic progress for its predominantly female client base.

ASA International has a premium listing on the main market of the London Stock Exchange and serves close to 2.4 million customers across 13 countries in Asia and Africa. It has corporate head offices in Amsterdam, the Netherlands as well as in Dhaka, Bangladesh.

The Group offers small loans ranging from USD 250 to USD 2,000 to women running a wide range of small businesses—from shops and restaurants to tailoring, trading activities, and cottage industries. Advancing financial inclusion and empowering women and their communities is central to ASA International's mission.

Position Overview

ASA International seeks an in-house legal counsel with a keen interest in finance and banking in an emerging market context. You will be part of the group's legal department working closely under supervision of the Senior Legal Counsel and Chief Legal Officer.

The legal department of ASA International supports and advises the company on a variety of legal matters related to financial markets, financial regulation, governance treasury and minimising legal risk, as well as providing expert legal and regulatory advice to the business. The legal department is also instrumental in building the compliance framework in a listed environment.

Key Responsibilities

- ▶ Carry out research and prepare memos in respect of regulatory and corporate law matters, legal risks, business initiatives and projects
- ▶ Work on day-to-day legal matters at the group level with all the other teams (HR, IT, finance)
- ▶ Support the Senior Legal Counsel or Chief Legal Officer in the review and structuring loan documentation or debt instruments as well as material contracts for the group and its subsidiaries
- ▶ Work in close cooperation with the finance and treasury department who work on FX transactions and sourcing of financing.
- ▶ Work closely with the country teams, particularly in Africa, in any relevant legal matters pertaining to the business.
- ▶ Participate in various internal multidisciplinary work streams and in the translation of legal and regulatory requirements into technical specifications for systems and processes.
- ▶ Supporting the Senior Legal Counsel and Chief Legal Officer
- ▶ Ensuring compliance listing requirements and UK governance.
- ▶ Assist in developing the compliance framework for the company and support the compliance department in coordinating and developing compliance training and awareness for the business.
- ▶ Assisting in drafting the governance section in the annual report, company disclosures and key meetings.

Qualifications & Experience

- ▶ Master's degree in Law from a reputable university with 4 to 7 years working experience with a law firm, financial institution or corporate
- ▶ Excellent command over the English language (oral and written)
- ▶ Affinity with financial services and banking laws and understanding of financial products, processes and documentation, as well as related compliance matters
- ▶ Ability to interpret complex rules and regulations from multiple jurisdictions, and produce clear and practical guidance and advice
- ▶ Diligent, flexible and pragmatic with strong analytical skills. Solid interpersonal skills which enable you to work with colleagues and be responsive and proactive in working across multiple jurisdictions.
- ▶ Can-do mentality, ability to work under pressure and plenty of energy and enthusiasm
- ▶ Interest in microfinance, impact investments, financial inclusion and the potential for double-bottom line benefits (in financial as well as social terms)

What we offer

- ▶ A dynamic and supportive international environment with a high focus on social impact and triple bottom line
- ▶ Training both on the job and externally
- ▶ A fulltime role of 40 hours per week with hybrid work approach
- ▶ Market conform remuneration
- ▶ Other admissible benefits as per company policy



Reporting Line

The Legal counsel shall report to the Senior Legal Counsel and Chief Legal Officer.

Job Location: Nairobi, Kenya.

Application Instructions

Interested candidates should submit their resume and cover letter to careers@asa-international.com

Please include "Legal Counsel" in the subject line of the email.

Only shortlisted candidates will be contacted for further evaluation:

Application Deadline: Friday 9th January 2026

Please Note: due to a number of applications we that receive; only shortlisted candidates will be contacted.

We stand for diversity and inclusion. Therefore, we warmly encourage everyone to apply, regardless of gender, background, ethnicity, age, religion, etc.

