



Legal & Compliance Manager

Location: Abuja, Nigeria | **Type:** Full-time | **Reports to:** Managing Partner

About Sabou Capital

Sabou Capital is an Africa-focused private capital fund manager investing in small and growing businesses across Nigeria, Côte d'Ivoire, and Senegal. We deploy debt and revenue-based financing to fill the SME funding gap in West Africa, with a gender-lens and impact-first approach. Sabou Capital Fund I is currently in its fundraising phase with commitments from leading development finance institutions and impact investors.

We are a young, ambitious, multi-country team with leadership based in Abuja, Abidjan, and Dakar. As we scale toward our first close, we are building out our Abuja investment platform and looking for senior professionals who want to help shape a pan-African fund from the ground up.

About the role

The Legal & Compliance Manager will lead Sabou's legal, regulatory, and compliance function — including the fund manager's SEC registration process and ongoing obligations as a Nigerian Capital Market Operator. You will be one of Sabou's SEC Sponsored Individuals and will serve as the Compliance Officer. This role combines deal-side legal work (transaction documentation) with fund-level compliance and corporate governance.

Key responsibilities

- Serve as Sabou's Compliance Officer and SEC Sponsored Individual; lead and maintain the fund manager's SEC registration and annual renewal obligations.
- Draft, review, and negotiate investment documentation — term sheets, facility agreements, RBF agreements, security documents, shareholder agreements, and intercreditor agreements.
- Manage external counsel across Nigeria, Mauritius, Côte d'Ivoire, and Senegal for transaction and fund-level matters.
- Oversee fund structuring and governance, including Limited Partnership Agreement compliance and LP reporting obligations.
- Design and implement Sabou's AML/CFT, KYC, and PEP screening framework in line with CBN, SEC, and international standards.
- Lead ESG and gender-lens policy compliance, including 2X Challenge and DGGF reporting requirements.
- Advise on CBN, NDIC, SEC, FIRS, and other regulatory matters affecting portfolio companies.

- Serve as Company Secretary for Sabou entities; maintain statutory registers and minute books.

What we're looking for

- Qualified Nigerian legal practitioner (called to the Nigerian Bar) with 6–10 years post-call experience.
- SEC Sponsored Individual registration — either currently active or eligible to be registered (having completed the SEC/NCMI pre-registration training and examination). Candidates eligible to convert from a prior SI role are strongly encouraged to apply.
- Strong background in capital markets, banking & finance, private equity, or investment funds — gained at a top-tier Nigerian law firm, in-house at a Capital Market Operator, or at a DFI/fund manager.
- Proven drafting and negotiation experience on debt transactions; experience with RBF, mezzanine, or alternative credit structures a plus.
- Working knowledge of ISA 2025, SEC Rules, CBN regulations, CAMA, FATCA/CRS, and AML/CFT requirements.
- LLM or ICSAN (chartered secretary) qualification a plus.
- Working French is a strong advantage.

What we offer

- Competitive salary benchmarked against top Nigerian capital-markets legal roles, plus performance bonus.
- HMO, pension, and statutory benefits.
- Senior seat within a building-stage fund — scope to shape the legal and compliance DNA of the firm.
- Exposure to multi-jurisdictional fund structures (Mauritius, Nigeria, UEMOA).
- Travel across Sabou's West African markets.

How to apply

Complete our short application form: <https://saboucapital.com/join-sabou-capital-application-form/>

The form takes under 10 minutes. Applications reviewed on a rolling basis; shortlisted candidates will be contacted within two weeks of submission.

Sabou Capital is an equal opportunity employer. We particularly encourage applications from women and candidates from underrepresented backgrounds.