



Q&A

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What did your path into this field look like – was it intentional, or did you discover it along the way?

My career in Investment Banking was never intentional, though I knew I wanted to work for a financial institution. During my post graduate studies, I started applying for graduate programmes and was fortunate to be accepted into a Corporate Banking Team within a Graduate Programme, covering clients in sub-Saharan Africa. I had the pleasure of working with the most hardworking and motivating team, and my love for Investment Banking grew by the day. The constant learning and my love for strategic elements are some of the factors that drove me.

During this period, I knew I wanted to focus on strategy and how to go about growing businesses, and so I made the decision to move to a role that would allow me to do more of this at a different bank. The learnings and experience gained there led me to my current role at Investec.

Have your views on work-life balance changed over time?

Yes, I am now a strong believer that the work-life “scale” will seldom be perfectly balanced. What is important is that we continuously remember to try and balance the scale, and adjust between the two as and when necessary. This is an area that is constantly changing, depending on the day, month or expectations. What has been important is learning to manage my time, prioritise, and seek support where necessary.

Did you have any mentors or role models? How did they influence your journey?

I have been privileged enough to have some great mentors/role models from various backgrounds throughout my career. One of the important things I have learnt is the value of being

trusted and dependable, whether it be in the workplace or in my personal capacity. My mentors emphasised the importance of these characteristics when building long term relationships and credibility, and this influences how I carry myself and the decisions I make.

How has the landscape for women in finance changed since you started?

The landscape for women in finance has seen positive shifts since 2015, driven by a combination of increased awareness, dedicated

initiatives like policy interventions, and evolving corporate priorities. We have seen an increased focus on financial inclusion, progressive legislation and labour reforms to ensure equal rights and eliminate discrimination in the workplace. The increased focus on Diversity, Equity, and Inclusion (DEI) across corporates has also played a role in this positive shift, as well as being intentional about building a robust pipeline of female talent at all levels.

While progress has been made, there is still quite a long way to go, and it's up to us to keep raising awareness and investing in women through initiatives and mentoring.

What advice would you give to your younger self starting out in this field?

Have courage, be curious, and always remember that there is no substitute for hard work. Having courage does not always mean being the loudest or being the first to speak, but rather putting your hand up to work on new things, allowing yourself to learn from your mistakes and improve. Being curious means asking questions, showing genuine interest in your work, and being intentional in your actions. Pay close attention to every role and every team environment you encounter, and use these experiences to gain clarity on your personal and professional goals. 📌

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Scan the code to watch Investec's views on balancing risk and reward in South Africa's evolving finance landscape.