



Asma Shaikh

Director General, Human Resources Department



Asma Shaikh is the Director General, Human Resources Department, where she leads the development and execution of AIIB's Human Resource Strategy in line with the overall strategic direction of the Bank. Her focus is on building a faster and more agile people management approach through digital transformation, while fostering a performance-driven culture that empowers people, supports innovation and drives meaningful global impact. Shaikh brings over 30 years of multi-cultural experience across various industries and sectors, where she has successfully led organizational transformations through HR interventions. She also previously served as Acting Vice President and Chief Administration Officer, responsible for overseeing human resources, information technology and facilities and administration services.

Prior to joining AIIB in March 2023, she was the Chief Human Resource Officer of the National Bank of Pakistan, the largest public sector bank of Pakistan, where she was responsible for driving a true performance-based culture, in addition to aligning HR strategy and practices with organizational strategies and fostering management relationship. Before that, she held various HR leadership positions in multiple countries in Asia, the Middle East, and Africa. She helped build the Dubai Islamic Bank's people infrastructure from scratch as an essential founder member. She was also an instrumental player in the performance turnaround at Barclays Bank, Dubai and Africa through various initiatives that included robust performance

management and career path programs. She holds an MSc in Global Human Resource Management, is a certified Executive Coach by International Coaching Federation, a Certified Director of the Pakistan Institute of Corporate Governance and has been on multiple Boards as a Director. Shaikh is from Pakistan.