

Jananee is the Head of Compliance & MLRO for DNA Payments Group, an innovative acquirer in the Payments space. As a Mauritius national now working in London, she advocates for diversity and inclusion and speaks very passionately about her experience as a leader.

How did you start your career within FinTech?

Originally from Mauritius, a developing country in the Indian Ocean, Jananee grew up with little money and limited resources such as Wifi connection at home. Traditionally women in the area are married at 18 but when the country began to grow as a financial hub, she recognised the rise in finance and innovation and pursued higher education, successfully studying for a financial law degree.

After starting her career in finance as an auditor for BDO, she then entered the world of Fintech joining Checkout.com, now one of the world's most valuable Fintechs. After 2 years she was invited to move to the UK to lead on their UK strategy and to get ready for new adventures.

Since she has joined DNA Payments as the Head of Compliance & MLRO, she has built the Compliance function from the ground upwards and has hugely contributed to the setting up of the first line Risk team from scratch.

What is your experience of being a leader?

Jananee talks about her experience as a leader as an extremely enriching one. She believes that one does not need a job title to be leader. Leadership is less about one's own agenda; it is more about the ability to rise together as a team no matter the situation.

She loves having a career in London and describes the city as a hub of diverse cultures, allowing you to be seen as an individual and never feel lonely. She feels that being in such a city has greatly benefited her experience as a female in the market as well as helping to shape her as an individual through her mentors and other peers.

She has always carefully selected the businesses that she works for to ensure that she surrounds herself with great mindsets and at DNA Payments she is respected by her peers and leaders and has always been valued for her skills and talent rather than her age, gender, race or belief.

What's been the biggest success in your career to date?

Jananee is most proud of building her team from the ground upwards at DNA. She believes that hiring success goes far beyond the hiring process itself, it is getting people to work together.

The culture she has built is centred around celebrating success as a team which she describes beautifully by the analogy of flock of birds flying in the sky on a synonymous journey together, swiftly change direction in split seconds, yet we are unable to identify the leader when watching from the ground.

What would be your advice to the next generation of female leaders?

Jananee promotes 4 key points to become a successful leader.

- Educating yourself as this is the best investment you will make
- Having awareness and not being naïve to the challenges that you may face
- Being kind towards each other. This is particularly important between female leaders as we should build each other up and celebrate success
- Standing up for yourself and what you believe in

What initiatives have been used to promote D&I within your organisations?

At DNA Payments, there are a multitude of cultures where more than half of their London based employees speak at least 2 languages. One of the great initiatives they run internally is a calendar for cultural diversity, which offers a range of holidays and festivals representing many different countries and cultures of the world. The invitation to celebrate such days helps to raise awareness and promote intercultural understanding.

Jananee made reference to what her Chief People Officer used; a fantastic analogy to describe D&I – ‘Diversity is the team being invited to a party, inclusion is everybody dancing together on the dancefloor’.