

Compliance Monitoring Team Leader

About Us

Handelsbanken Wealth & Asset Management is a wholly-owned subsidiary of Handelsbanken plc and is responsible for all wealth and investment management activities of the Group in the UK. Founded in Sweden, Handelsbanken is one of the world's strongest banks and offers local relationship banking, advice and investment management to personal and corporate customers through its fast-growing network across the UK. For over 30 years we have been relied on by our customers, including business leaders and sophisticated financial professionals, to advise them and to manage their wealth. We focus on one objective – customer satisfaction – since a satisfied customer will be happy to both return to and recommend us.

This is an opportunity to join a successful and fast-growing national organisation with the added benefit of being part of a significant multinational group.

Handelsbanken Group are deeply committed to embedding good equality and diversity practices into all of our activities so that Handelsbanken Wealth & Asset Management is an inclusive, welcoming and inspiring place to work, regardless of age, disability, pregnancy and/or parental status, ethnicity, religion, sex, gender reassignment or sexual orientation.

Handelsbanken is offering a Hybrid Working Model. Our approach to hybrid working at Handelsbanken is that we spend the greater proportion of our working time at our workplace. Our remaining time may be worked from home.

This approach allows us to embrace the many benefits of hybrid working whilst sustaining and developing our unique culture.

We encourage and welcome applications from across the global community and all appointments are made solely on merit.

Remuneration:

Competitive + Benefits

Our Role

We are looking for an experienced Compliance Monitoring specialist to join our team in London.

The main purpose of this role is to develop, manage and lead the Compliance Monitoring Team and to take responsibility for the delivery of the compliance monitoring programme and for the development, maintenance and implementation of the associated policies and procedures.

Main Responsibilities

- Responsible for leading and managing the Compliance Monitoring Team, including setting their objectives, undertaking regular 1:1 meetings and PLUS reviews, competency assessments, Salary Dialogue and End of Year reviews in line with the company's "Wheel" (continuous appraisal) process
- Responsible for developing and supporting the Compliance Monitoring Team, ensuring the sharing of knowledge across the team and minimising key person risk within the team
- Ownership of the compliance assurance framework and associated procedures, guidelines and templates, including ensuring they are well maintained, up to date, aligned to our parent company and the appropriate regulatory requirements

- Responsible for co-ordinating and undertaking the annual compliance risk assessment for HWAM and HACD (“group”) and agreeing it with the Head of Compliance prior to creating the group-wide Compliance Monitoring Programme
- Responsible for creating and implementing the annual group-wide Compliance Monitoring Programme, ensuring reviews are undertaken in line with the plan and delivered on time
- Responsible for ensuring all compliance monitoring actions are documented, reported and tracked to completion within agreed timescales
- Required to ensure the first line of defence create and implement actions that adequately mitigate and / or prevent compliance risks from crystallising
- Required to escalate compliance risks to the Head of Compliance, in particular those risks that have been identified as Major or Critical through compliance monitoring work or have not been closed in line with agreed action plans
- Responsible for working closely with the Advisory / Regulatory team to ensure the most recent regulatory developments are taken into consideration as part of monitoring reviews
- Responsible for preparing Compliance Monitoring Reporting and Management Information for relevant HWAM and HACD committees, plc and Group as required
- Required to keep abreast of regulatory developments to ensure an up to date working knowledge of regulations and industry best practice
- Required to provide information to third parties when requested, such as to the regulator, government authorities, external and internal auditors, Depositary or any other third party service provider
- Required to provide training and guidance to the wider business as required
- Required to act as a mentor to the more junior members of the team
- Required to develop and maintain positive, collaborative, working relationships throughout the business
- Required to champion an effective compliance culture, helping the business to manage compliance risks within their areas of responsibility
- Required to maintain an independent mind-set taking an impartial and objective view of internal practices, whilst maintaining good relationships that permit constructive and valued challenge

Person Specification

- Is business-oriented and focuses on the customer.
- Takes a long-term approach.
- Has the courage to make decisions.
- Is innovative and proactive.
- Takes responsibility for his/her own development.
- Has high ethical and moral standards.
- Likes good administrative order.
- Collaborates with others to achieve joint goals.
- Contributes to the development of operations and colleagues.

Academic:

- CISI IAQ / IOC, Investment Compliance Diploma or other compliance qualification from the International Compliance Association (ICA) would be useful

Experience:

- Proven experience of monitoring work in a wealth and / or asset management environment
- Proven experience of managing and / or leading others within a monitoring team environment
- Proven experience of reporting and MI production to senior stakeholders
- Proven experience of writing monitoring related policies and procedures
- Demonstrable understanding of compliance risk management

Contact

Please send your CV and covering letter to careers.hwam@handelsbanken.co.uk