



ISLE OF MAN FINANCIAL SERVICES AUTHORITY

Lught-Reill Shirveishyn Argidoil Ellan Vannin

JOB DESCRIPTION

JOB TITLE:	SUSTAINABLE FINANCE AND ESG ADVISER (TWO-YEAR LIMITED TERM APPOINTMENT)
JOB GRADE:	TECHNICAL
REPORTS TO:	TECHNICAL EXPERT
DIVISION:	PRUDENTIAL SUPERVISION DIVISION
PURPOSE OF THE JOB:	
<p>(1) To lead and manage the development and implementation of the Authority's contribution to the Isle of Man's Sustainable Finance Initiative ('IOMFSFI') in terms of the regulatory environment; and</p> <p>(2) To lead a review and update of the Authority's regulatory requirements, policy and guidance on environmental, social and governance ('ESG') matters.</p> <p>The IOMFSFI Roadmap comprises four pillars, with most actions allocated to the Authority to lead relating to Pillar 1 – Enabling Environment:</p> <ul style="list-style-type: none">• Pillar 1 – Enabling Environment: Build upon the Isle of Man's existing foundational policy and regulatory environment by reviewing and updating legislation and regulatory guidance where necessary to accelerate the growth of sustainable finance.• Pillar 2 – Developing Capacity: Build the knowledge and capability required to meet current workforce needs for sustainable finance skillsets and develop best-in-class insights, tools, and mechanisms for leadership.• Pillar 3 – Mobilising Capital: Accelerate the mobilisation of capital and finance in support of the net-zero, nature positive and just economic transition in the Isle of Man and internationally through the development of a suite of innovative financial products and services.• Pillar 4 – Promotion & Communication: Raise awareness of the Isle of Man's sustainable finance priorities, commitments and capabilities.	
KEY ACCOUNTABILITIES	
<p>The Sustainable Finance and ESG Adviser is responsible for leading and managing actions allocated to the Authority to lead under Pillar 1 of the IOMFSFI Roadmap, which include:</p> <ul style="list-style-type: none">• Action 2 – Assist in embedding climate and nature-related financial risks into financial services firms' governance and risk management systems.• Action 3 – Reinforce the existing strong and proactive regulatory conduct supervisory approach by highlighting greenwashing and other sustainable finance-related misconduct.• Action 4 – Explore the feasibility of developing a sustainable investment product label framework.	



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The Sustainable Finance and ESG Adviser is also responsible for leading and managing actions allocated to the Authority to lead alongside relevant government departments and agencies, which include:

- Action 5– Improving transparency on climate and sustainability.
- Action 6 – Review policy, legal, regulatory and reporting frameworks to develop a strategy which will enable sustainability goals to be achieved across the spectrum of Isle of Man financial services.

Additional responsibilities include:

- Representing the Authority as a stakeholder for relevant actions under the IOMSFI Roadmap.
- Acting as a first point of contact for the Authority on Sustainable Finance and Environmental, Social and Governance ('ESG') matters.
- Providing technical expertise and researching areas as required, including:
 - Global practices relating to ESG;
 - Climate change and sustainability risk management; and
 - Regulatory approaches surrounding these areas,in the financial sector, proposing solutions fit for the Isle of Man market and economy.
- Driving the drafting of policy recommendations, guidelines and reports for the financial services sectors specific to ESG, climate change risk, sustainable finance and disclosures and 'green' regulation, and integration of relevant risk in the regulation and supervisory framework.
- Preparing ESG-related updates to guidance issued by the Authority under the Supervisory Methodology, e.g. in relation to Conduct, Governance, Operational, Prudential, Strategic and Financial Crime risk.
- Coordinating, assessing and designing industry surveys, exercises and consultations, overseeing industry engagement while making recommendations.
- Leading internal knowledge-sharing initiatives.
- Leading the Authority's ESG Working Group, developing its comprehensive work plan, and tracking implementation and milestones.
- Contributing to the development and implementation of the Authority's plans to integrate sustainability in its own operations.
- Providing support to the Authority's senior leadership team on the topic of sustainability and climate change, and any other working group / workstream (as required).
- Ensure efficient use of the Authority's resources.
- Ensure internal systems, policies and procedures are maintained and followed.
- Comply with the requirements set out in the Staff Handbook and other operational policies and procedures issued by the Authority.
- Contribute to the positive professional culture within the Authority.
- Contribute to the assessment and management of risks within the Authority.

Last Updated: November 2024

Next Review Date: March 2025

Rewards and benefits package

The post is full time, 37 hours per week for a period of two years and will be remunerated in accordance with qualifications and experience.



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- A competitive salary – the post is within the Technical Expert band of the Authority's pay scale – £60,000 to £75,000 per annum.
- Defined benefit pension scheme with a staff contribution of 7.5% and Authority contribution of 15%.
- Death in service benefit (3 times pensionable pay).
- 25 days holiday per annum.
- Flexi-time scheme – up to 10 days can be accrued each year.



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DIVISION:	PRUDENTIAL SUPERVISION DIVISION	
ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Qualifications		
Evidence of continuing professional development (CPD).	Essential	Application/ CV/ Interview
Hold a professional qualification relevant to ESG, climate change or sustainability.	Desirable	Application/ CV
Experience		
Proven experience in a leadership/management role with the ability to work in a collaborative style.	Essential	Application/ CV/ Interview
Extensive experience interpreting and/or developing policy frameworks and formulating solutions by way of legislation, policies, procedures and guidance.	Desirable	Application/ CV/ Interview
Extensive experience working within a risk or controls function within a regulated financial services entity, a professional services firm or public services organisation.	Desirable	Application/ CV/ Interview
Knowledge & Skills		
Direct and in-depth knowledge of environmental issues, climate change risk and management, climate/green finance, responsible investment, disclosure regimes, international policy developments and regulatory frameworks and how they relate to material business risks and	Essential	Application/ CV/ Interview



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ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Qualifications		
opportunities.		
Extensive working knowledge of the financial services sector and associated legislation, along with an understanding of trends and developments.	Desirable	Application/ CV/ Interview
Proven ability to build and maintain working relationships with stakeholders at all levels including the ability to influence and negotiate.	Essential	Interview
Strong analytical skills, ability to quickly and accurately assimilate information, to consider any associated risks and to summarise the information effectively.	Essential	Interview
Ability to work under pressure, manage workloads of varied complexity, manage competing priorities, and deliver against deadlines.	Essential	Interview
Ability to prepare, lead and conduct meetings with senior stakeholders both internally and externally including dealing with difficult/contentious issues and having the ability to challenge on these.	Essential	Interview
Demonstrate highly effective interpersonal, spoken and written communication skills.	Essential	Interview
Demonstrate strategic thinking, the ability to plan, work and make decisions accordingly.	Essential	Interview