

ROLE PROFILE

Role Title: Compliance Monitoring & Oversight Manager	
Purpose of the role: Lead and direct the Compliance Monitoring & Oversight team to monitor and, on a regular basis, to assess the adequacy and effectiveness of the measures and procedures put in place to ensure regulatory compliance, and the actions taken to address any deficiencies in the firm's compliance with its obligations. Oversee the effective operation of the Compliance department through design and implementation of consistent processes and procedures.	
Reports to: Director of Compliance	Career Framework Level: D2 Job Family: Risk and Compliance
Division: Risk	Function(s): Compliance & Oversight
Direct Reports: Up to 8	Location: Broad Gate
Role line of defence: 2nd line	Regulatory Requirements: N/A
<u>Role Dimensions</u> Budget Responsibility: N/A Number of employees in area of responsibility: circa 19 Mandate: N/A Commercial Responsibility: N/A	
Key Accountabilities	
<u>Role Specific Accountabilities:</u> <ul style="list-style-type: none"> Develop, design and oversee the undertaking of risk -based second line regulatory compliance monitoring reviews, (including conduct reviews: thematic, routine outcomes, financial crime and fraud and GDPR) which provide assurance that the business is complying with relevant regulations by the operation of effective processes and controls. Ensure the annual Compliance Monitoring Programme is delivered to time and quality and the relevant stakeholders are engaged. Oversee Compliance Monitoring action tracking through to completion and closure validation; ensuring consistency and quality of Compliance Monitoring reviews and reports. Develop and maintain suitable MI to inform governance units, and as a confirmation of early warning mechanism that regulatory risks are adequately mitigated, or where weaknesses in and risk management activities require escalation. Undertake oversight activities to ensure that the Compliance and Monitoring team is organised in a manner that enables competent delivery of the agreed monitoring plans and Group objectives. 	
<u>Shared Accountabilities:</u> <ul style="list-style-type: none"> Translate & implement Divisional plans and deliverables to deliver overall Group strategic priorities Develop the capability and capacity of team and/or service resources to drive sustained commercial success Communicate the team and/or service delivery priorities, motivating and developing others to be high performing Own team and/or service delivery priorities, applying specialist expertise to put the customer at the heart of everything and drive a profitable business Develop and maintain key external and internal relationships which create value, collaborating to deliver commercial and customer priorities Role model YBSG Values, champion diversity and challenge behaviour contrary to the Values Identify, define and manage risks associated with team and/or service delivery Uphold corporate legal & regulatory responsibilities Manage transformation and change activity & harness innovation to create a high performing & sustainable business 	
Skills, Knowledge and Experience	
Functional (Role Specific) Qualifications: Necessary: (F) AFPC/ACII/ACIB/CeMAP	Sector <ul style="list-style-type: none"> Understanding of financial services industry, markets and competitors

<p>Desirable: ICA Compliance /Diploma Qualified to degree level</p> <p>Technical: Necessary: Working knowledge of regulatory principles applicable to the Group - PRA, FCA, Codes and other relevant legislation</p>	<ul style="list-style-type: none"> • Understanding of how financial services organisations operate and the associated regulatory environment • Awareness of the Mutual Sector and the needs and interests of Members
<p>Commercial</p> <ul style="list-style-type: none"> • Ability to convert strategic priorities and goals into operational plans • Ability to work with autonomy and make operational decisions • Experience of delivering organisational change • Ability to manage budgets and resources • Knowledge of relevant legislation, compliance, corporate governance, quality assurance and risk management • Knowledge of business planning processes • Experience of leading teams and services • Understanding of related functions and/or services outside of the role's direct remit • Experience of managing a set of internal and external stakeholder relationships 	<p>Interpersonal</p> <ul style="list-style-type: none"> • Leadership skills • Ability to lead and motivate small to medium teams to deliver sustained high performance • Ability to identify, nurture and realise the potential in others • Strong communication, engagement and influencing skills • Ability to effectively represent YBSG through building collaborative relationships
Governance	
Profile created	07/12/2017
Profile updated	19/04/2018
Version No.	3
Profile created/updated by	Project Clover Team
Profile reviewed by line manager (state name & role)	Tom Simpson, Director of Compliance
Profile reviewed by HRBP (state name & role)	Click here to enter text.
To be completed by Reward	
Role Profile assessed by	Click here to enter text.
Position ID	Click here to enter text.