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| **Title :** | Risk Assurance and Compliance Monitoring Consultant  |
| **Employment Type:** | Full time/Permanent  |
| **Department :** | Risk Assurance and Compliance |
| **Location** | Glasgow |
| **Closing Date**  | 18th October 2019 |
| **Apply**  | Please send CV and covering letter to Laura Campbell Recruitment@scottishfriendly.co.uk |

At Scottish Friendly we want to attract the best talent to help us achieve our vision: **to be a leading UK mutual insurer through innovation, efficient customer services and responsible capital management**. If you’re inspired to join us, and have the necessary qualities, then this could be the opportunity you’ve been looking for.

The role:

Scottish Friendly (SF) is a growing business and is proud of the significant growth delivered over the last five years through our strategy of organic growth, mergers and acquisitions and business process outsourcing.

SF operates a ‘three lines of defence’ model. This role sits within our Risk Assurance and Compliance `second line of defence` function - this function is key in helping the Scottish Friendly Executive Management team and Board to understand how regulatory and conduct risks are being managed across the entire business.

**Key Responsibilities:**

The risk assurance and compliance team has a wide range of responsibilities and the candidate will be expected to have a good all round knowledge of the regulatory and conduct risks facing a life insurance and pension provider. The main responsibilities are -

**Monitoring**

* Supporting the delivery and execution of the Risk Assurance and Compliance Monitoring Plan by conducting regular reviews across various areas of the business
* Develop risk and control assessment reporting procedures
* Work with business managers to improve control effectiveness and agree any action required
* Interpret and apply relevant regulatory guidance to the business areas and provide pragmatic alternative solutions and support to the business where standards are deemed to be `non-compliant`
* Present findings and reports including recommendations for relevant remedial actions, in a clear, accurate and consistent manner
* Maintain appropriate and sufficient records to support and evidence the approach and outcomes of monitoring and risk assurance activity
* Maintain and develop relationships with key business areas whilst retaining the independent status required of a monitoring and assurance function

**Regulatory Change**

* Interpret new regulations, undertake impact assessments and advise/support the business with implementation
* Prepare updates to the Executive Management team on regulatory change affecting business processes
* Provide input regarding management and controls required for key business change initiatives

**You will have:**

* Worked within the compliance function of a regulated financial services company and be able to demonstrate a solid understanding of how FCA/PRA regulations affect a life insurance company
* Extensive experience in review/audit techniques - assessing regulatory requirements of the function being reviewed, scoping reviews, determining review approach and testing controls
* Experience of supporting the delivery of risk-based Risk and Compliance monitoring plans
* Experience of delivering high-quality outputs to a high level of consistency within a demanding environment
* Knowledge of Life, Pensions, Savings and pure protection products
* Recent experience of reviewing Financial Promotions marketing material in an FCA regulated environment
* Degree or professionally qualified, or hold additional qualifications related to financial services and compliance/risk (e.g. CISI compliance diploma).

**Skills and Attributes**

* Strong technical and organisational skills with the ability to multi-task to meet deadlines
* Confidence to question/confront issues - ability to probe, challenge and influence others to achieve agreement.
* Willingness to take ownership and accountability for delivery
* Report writing - the ability to produce timely and accurate reports delivering key issues and messages
* Excellent communication skills with proven ability to challenge and investigative business issues
* A friendly, helpful and positive manner with an optimistic, open and flexible approach

We are an equal opportunities employer, we believe diversity brings benefits for our customers, our business and our people. We welcome applications from all individuals regardless of age, gender, disability, sexual orientation, race, religion or belief. We will consider flexible working arrangements for any of our roles.