**Job Title: Senior Risk Manager**  **Reports To:** Group Risk Director

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| **ROLE AND CONTEXT** | **NEED TO DO** | **NEED TO KNOW** | **NEED TO BE** |
| **PURPOSE**   * Support the Director of Group Risk in the development and maintenance of the Group risk framework to help Openwork make strong risk-based decisions * Provide guidance and counsel to the Senior Management Team and Executive in the execution of their responsibilities and enhance the risk culture * Provide independent oversight, assurance and challenge of risk management practices and control performance in the 1st line   **KEY ACCOUNTABILITIES**     * Producing risk assessments and reports for the Senior Management Team, Executive and Board Committees * Support the Group Risk Director in ensuring that the risk and control frameworks of the Group and its businesses are operating effectively * Build and maintain effective, collaborative relationships with stakeholders * Drive ownership and understanding of the benefits of risk management across the business * Innovate and develop new risk approaches, utilising industry and subject knowledge and contacts * Lead the production of risk assessments and opinions for key business decisions, change initiatives and strategic initiatives * Maintain the Group risk database, acting as lead administrator for user access and queries, and development of new functionality * Work with the business on maintaining risk and incident logs and escalating emerging issues as appropriate * Building and developing models to analyse and quantify the key risks facing the business * Assisting in managing the relationship with the outsourced internal audit function | **KEY PERFORMANCE INDICATORS**   * Deliverables produced on time and to expected quality * Positive feedback from Senior Management, Executive and Board on the quality of risk reporting * Flexible and innovative approach towards changing business needs * Makes appropriate judgements on conflicting priorities when unplanned work/issues arise   **RELATIONSHIPS**  **Internal**   * Develop a network of contacts to ensure that business needs are understood and to aid effective delivery of systems and controls * Project team membership where appropriate * Finance colleagues to for plan and strategy review activities * Functional Heads and SMT members * Business SMEs * Internal Auditors * R&C functional colleagues   **External**   * Relevant industry bodies and professional networks * External Auditors * Regulators   **DECISION MAKING**   * Decisions on the completeness and appropriate of risk identification and management in key changes, business initiatives and Senior Management risk review meetings * Assisting business areas in developing appropriate actions in response to risks that are outside appetite * Choosing future developments to the risk database. * Recommending developments to the Group risk framework to support continuous improvement | **QUALIFICATIONS / EXPERIENCE**   * Extensive experience working in risk or compliance in either a first line or second line capacity * Experience of working in a range of risk types (mixture of enterprise risk, operational risk categories or across financial, operational and compliance) * Experience in the intermediated financial services industry is desirable but not essential; or * Experience of wider financial services industry with a large insurer or bank desirable * Studying towards or have completed a professional risk or finance qualification (e.g. CFA, IRM) would be advantageous * Preferable experience producing stress testing or in scenario analysis techniques   **KNOWLEDGE**   * A strong understanding of risk management concepts and practical application * Knowledge of the financial services industry or similar service industry propositions * Awareness of a good range of products within the retail financial services sector * Understanding of the purpose and approach to the ICAAP process * Understanding of FCA regulatory policy and priorities   **SKILLS AND COMPETENCIES**   * Excellent problem-solving skills and logical thinker * Well-developed communication skills to negotiate and influence internally with colleagues at all levels * A confident risk professional who is comfortable with working at all organisational levels and can command the respect of colleagues to demonstrate the benefits of risk management * Understanding the issues involved in running a business and the trade-off between risk and reward * Able to provide clear, pragmatic advice to other colleagues at all levels of the business * Effective business writing – keeping the complex simple * A confident user of databases and extracting and presenting data * Ability to effectively assess priorities and deadlines * High self-confidence and motivation * Interpretive thinker to create/develop innovative solutions * Attention to detail and strong analytical skills including the ability to draw accurate conclusions from limited / incomplete data sets * The ability to visualise and articulate complex concepts to varied groups of stakeholders in a concise and structured manner | **OUR BEHAVIOURS**  **IT’S PERSONAL**: We treat everyone with empathy and as an individual.  **IN PARTNERSHIP**: We always remember we are in this together.  **WE DO IT RIGHT**: We’re here to build trust and deliver peace of mind.  **WE BELIEVE:** Everyone can make a difference.  **INTEGRITY**  Working at all times lawfully and in accordance with pre-defined regulatory, compliance and financial requirements e.g. Data Protection, Financial Crime, Code of Conduct, Health and Safety and Financial Conduct Authority Standards.  Working at all times in accordance with procedures, group / company policy and processes. |