

Job Title: Manager/Senior Manager – Financial Crime
Contract: Permanent
Reports to: Head of Financial Crime
Location: Hybrid – Minimum 2 days per week in London

Job summary:

Thistle Group is a multi-award-winning organisation which offers a range of services and products to financial services firms, helping our clients through the twists and turns of the ever-changing regulatory landscape. The group consists of four separate entities: a regulatory consultancy, a specialist insurance brokerage, a compliance technology platform and automated suitability report writing tool.

Thistle Initiatives, our regulatory consultancy, provides expert compliance advice and support right across the financial services sector. Our clients range from niche start-ups to long-established market leaders covering the following verticals; Investments, Payment Services, Financial Crime, Credit, Mortgages, Insurance and Digital Assets.

The Manager role will be within our Financial Crime team, which provides services for those firms in scope of the Money Laundering Regulations. Support for those firms covers: Anti-Money Laundering, Anti-Bribery and Corruption, Sanctions, Fraud, Counter Terrorism, Proliferation Financing and Tax Evasion.

We are looking for an individual to join the team that ideally has prior consultancy experience within the Financial Crime compliance industry, with a specialist knowledge of Crypto and who is keen to assist a variety of regulated firms with their compliance requirements. The successful candidate will support our Head of Financial Crime to manage and motivate a team of highly skilled compliance professionals to ensure delivery of financial crime solutions to the Group's clients, with a focus on Crypto.

Key responsibilities

With a strong focus on Crypto projects to allow us to provide an expert service to our clients and build out this area within Financial Crime. Responsibilities are wide-ranging and varied, given the exciting other projects we work on. We are keen to speak to people with a passion for learning new things and problem solving.

Client Delivery

- Provide high quality written and verbal financial crime advice to our clients on a range of project types.
- Projects could include advising on and writing cryptoasset registrations to the FCA for money laundering oversight, writing policies and procedures, building financial crime controls, advising on financial crime tools, managing transformation projects, and conducting AML audits (including testing Travel Rule implementation). This role will also be required to input into the development of the Team's crypto product set, identifying and delivering on new products for this sector.
- Provide clients with accurate, technical financial crime advice, keeping your knowledge of necessary regulatory requirements up to date.

- Management of small and medium projects end-to-end, keeping delivery to time and budget.
- Strong client relationship management, becoming their trusted financial crime advisor.

Sales and Marketing

- Understand and seek opportunities to further develop the Financial Crime offering for crypto firms, creating new business opportunities and delivering proposals to clients and concluding sales.
- Develop responsibility for client and sales enquires, co-ordinating responses with the senior management team and converting leads to new business.
- Proactively attend seminars, discussion groups and promote the Group's services to other businesses and develop your own knowledge.
- Keep up to date with new regulation and legislation, identifying the impact on our target market and potential client offerings.
- Contribute to developing the market for Financial Crime services across all sectors (with a focus on crypto) and identify sales opportunities.
- Proactively identify upselling and cross-selling opportunities with existing clients.

Team Management

- Play a key role in training and coaching junior staff, helping to develop the careers of team members.
- Support the Head of Financial Crime to manage and motivate a team of highly skilled compliance professionals to ensure delivery of compliance solutions to the Group's clients.

Relationships with external and internal stakeholders

- Participate in business development initiatives that include targeting external clients, attending industry conferences, and speaking engagements.
- Interlink relationships within Thistle Group to support Financial Crime requirements across the firm.
- Liaising with industry bodies and regulators.
- Respond to questions from both client and team members and reply accordingly.

This role is not limited to the above duties, due to the nature of the market you will need to be adaptable and open to change in this position.

Behavioural Competencies

- Excellent communication skills to communicate openly and effectively, both internally and externally, to deliver the requirements of our client firms, with the ability to adapt to different audiences.
- Ability to work under pressure, with tight turn arounds and with consideration for regulatory or client deadlines.
- Understanding the principles of utilisation, working on client projects as efficiently as possible within the scope provided. Being accountable for own time management and that of the junior staff on a project.
- Effective time management, with the ability to multitasking and manage multiple client projects at any given time.
- Self-starter attitude to completing client work and providing excellent client service levels.
- Commercial awareness to be mindful of the commercial objectives of the firm when delivering compliance assistance.

- Commitment and enthusiasm with the desire to see the firm succeed.
- Ability to embrace change and be adaptable to the changing requirements of the regulations and be keen to develop new skills accordingly.
- Personal credibility with ability to establish and maintain trusting relationships with others.
- Team working skills that foster effective and productive working relationships to be considerate to the needs and opinions of others.
- Pro-active attitude to actively seek new tasks and have a growth mindset.
- Self-driven with the ability to and as a team player.
- Determined attitude with the resilience and tenacity to manage projects from start to finish.
- Must be able to work autonomously and take initiative, identifying when referral needs to be made.
- Excellent written communication skills with the ability to draft written communications and documentation in an articulate way and to a high standard.

Technical Competencies

- Strong subject matter expert knowledge of financial crime in the Crypto space.
- Application of regulation: must have a detailed understanding of the money laundering regulations and be able to apply this to client business models.
- Working knowledge of Anti-Money Laundering, Counter Terrorism, Anti-Bribery and Fraud. Ability to apply a risk-based approach to applying knowledge.
- Good understanding of other relevant legislation and guidance, including that related to financial crime.

Experience/Qualifications

- Will ideally have either worked in the FCA cryptoasset registration team or supported firms through their cryptoasset registration process.
- Relevant Financial Services or Consultancy background, with experience in Financial Crime.
- Educational attainment at degree level desirable but not essential.
- Recent and relevant experience in a similar role including some exposure to people management and development.
- Broad base of compliance knowledge with specific understanding/knowledge of the rules surrounding Financial Crime.
- Be numerate, articulate, and analytical and competent with all Microsoft packages.
- Intermediate MS Excel, MS Word and PowerPoint.
- Demonstrate an ability to solve problems in a rational manner.
- Ability to demonstrate an awareness of the immediate and the wider implications when applying regulation in practice.
- Ability to conduct thorough research and analyse data.

We offer

- Competitive salary and the ability to grow your career within the Thistle Initiatives Group.
- 25 - 30 days holiday entitlement depending on length of service.
- Company pension scheme.
- Private Medical Insurance.
- Gym membership contribution.
- Fantastic City of London location and working environment.
- Working with dynamic teams with regular social events.