

<b>Job Title</b>	Senior Manager – Financial Crime
<b>Contract</b>	Permanent
<b>Hours</b>	35 hours per week
<b>Reports to</b>	Head of Financial Crime
<b>Location</b>	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 and Mortgages, Insurance and Digital Assets.

The Senior 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.

This role offers a fantastic opportunity to elevate your career in financial services. The Senior Manager will be responsible for managing and delivering a range of compliance solutions to the teams' clients. The right individual will need to demonstrate an ability to successfully manage projects from beginning to end, have a professional manner, provide an excellent client experience and be adaptable to change in this diverse role.

### Key responsibilities

This role will provide a specialist knowledge in Fraud to allow us to build out a specialist product offering to clients. There is also a requirement for strong consulting experience to allow for a high standard of client delivery and the ability to drive business development and marketing.

Whilst this role will provide a subject matter expert in Fraud, we require this role to have general AML knowledge to be used across other engagements.

Responsibilities are wide-ranging and varied, given the exciting projects we work on. We are keen to speak to people with a passion for problem solving, building products, mentoring and growing successful teams, and delivering high quality outputs.

## Client Delivery

- Responsible for designing, building and selling the Team's fraud products and services, which could include fraud policies and procedures, developing rapid response teams, advising on fraud tools, managing transformation/remediation projects, and conducting fraud audits. The individual will also manage and delivery on broad financial crime projects where required.
- Self-starter attitude to managing client work and delivering high-quality client service levels, as well as mentoring junior team members to do the same.
- Provide clients with accurate, technical fraud advice, keeping your knowledge of necessary regulatory requirements up to date.
- Managing client projects with more junior team members. Multitasking and managing multiple client projects at any given time.
- 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.
- Strong client relationship and key account management.

## Business Development/Sales and Marketing

- Responsible for contributing to and driving the team's Fraud revenue growth through project sales, in alignment with the Financial Crime Team Business Plan set out by the Head of Financial Crime.
- Proactively building and driving a marketing plan for the Financial Crime division of the Group. This will include written content, as well as organising and running (alongside the Marketing Team and the Head of Financial Crime) marketing events to build Team brand and increase sales.
- Understand and seek opportunities to further develop the fraud offering for new and existing clients, creating new business opportunities, holding pitch calls, delivering proposals to clients and concluding sales.
- Respond to client and sales enquires, co-ordinating responses with the senior management team and converting leads to new business.
- Proactively attend seminars, discussion groups and membership forums to promote the Group's services to other businesses as well as pursuing other creative opportunities to market our offering.
- Analyse new regulation and legislation, identifying impact on target market and ideas for potential client offerings – and seeing these ideas through to market.
- Proactively identify upselling and cross-selling opportunities with existing clients and mentoring junior staff on how to do the same.
- Maintain and build a strong network within the Financial Crime industry.

## Team Management

- Play a fundamental role in training and coaching junior staff, helping to develop the careers of team members.
- Proactively identify opportunities for shared learning and support the Head of Financial Crime in upskilling junior staff members in the fraud space.
- 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.

- Support the Head of Financial Crime in maintaining a positive team culture, focused on high-quality customer service and outputs.

## Relationships with external and internal stakeholders

- Participate in business development initiatives and become a spokesperson for Thistle's Financial Crime division, through targeting and pitching to 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.
- Become a key point of contact for 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.
- 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 act as a team player.
- Determined attitude with 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

- Ability to provide subject matter expertise in Fraud.
- Application of regulation: must have a detailed understanding of the Money Laundering Regulations and the Fraud Act and be able to apply this to our clients.
- Technical Knowledge: must have a working knowledge of Fraud, Anti-Money Laundering, Counter Terrorism, Sanctions, Anti-Bribery and Corruption.

## Experience/Qualifications

- Recent and relevant experience in a senior role at either a financial services firm or consultancy, including managing a team and/or advising at a senior level in Fraud.
- Exposure to business development.

- Broad base of compliance knowledge and specific understanding/knowledge of the rules surrounding Financial Crime and Fraud.
- Educational attainment at degree level desirable but not essential.
- 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

If you are looking to springboard your career to the next level and would like to be part of a supportive and dynamic culture, then please apply immediately.