

- **Job Title:** Manager
- **Contract:** Permanent
- **Reports to:** Partner, Credit & Insurance Team
- **Location:** Hybrid, minimum two days per week in London

The Company

Thistle Consulting, formerly Thistle Initiatives, is the alternative consultancy for financial services. We are the award winning specialists helping firms navigate regulatory change, transform their businesses, and meet their strategic growth objectives.

By combining deep sector expertise with practical delivery experience, we support firms across regulatory compliance, business transformation, financial crime, and M&A services. Our partnership led approach embeds best practice and compliance into the way businesses operate, enabling sustainable growth in fast changing markets.

Founded in 2012 and part of the Thistle Group, we support ambitious firms across investments and wealth, payment services, digital assets, insurance, banking, and credit. Our team of more than 80 consultants, former regulators and lawyers, and industry practitioners combines subject-matter expertise with commercial understanding, helping clients grow with confidence in a complex and changing environment.

Role summary

The Manager role will be within our Banking, Credit and Insurance team, which provides services for those firms regulated by the FCA and PRA. Whilst the role is for a Manager in the Banking, Credit and Insurance team, the successful candidate will have a strong bank lending and deposit taking background, with any other experience in insurance not being mandatory.

This role offers a fantastic opportunity to elevate your career in financial services. The 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.

The Manager will need to apply both FCA and PRA rules and guidance to firms across the banking market. The individual will also need to be able to promote and support selling the services of Thistle Consulting to both new and existing clients, as well as attend and participate at conferences, webinars and other marketing functions.

Role purpose

The purpose of the Manager role is to lead the high-quality delivery of regulatory compliance and advisory services to clients across the banking sector, applying strong knowledge of FCA and PRA requirements to help firms manage regulatory risk and achieve their commercial objectives. The role combines end-to-end project management and trusted client relationship ownership with responsibility for developing junior colleagues, supporting a positive and high-performing team culture, and contributing to the continued growth of the banking practice through business development, market insight and industry engagement. Working closely with Partners, the



Manager will ensure client work is delivered efficiently, to scope, budget and deadline, while identifying opportunities to strengthen existing relationships, develop new services and grow Thistle's profile in the market.

Key responsibilities:

- Lead the delivery of high-quality regulatory compliance and advisory services across the banking sector, advising clients on FCA and PRA requirements and translating regulatory developments into practical action.
- Deliver a varied portfolio of assignments, including FCA and PRA authorisation applications, variations of permission, supervision and enforcement matters, compliance audits, regulatory due diligence and ad hoc advisory work.
- Manage projects end to end, agreeing scope and delivery plans, allocating work and overseeing utilisation, budgets, quality and deadlines.
- Build trusted client relationships, acting as a key point of contact, providing clear and timely guidance and escalating matters to Partners where appropriate.
- Coach and supervise junior colleagues, supporting their development and contributing to a collaborative, positive and high-performing team culture.
- Work with Partners and colleagues across Thistle to manage the team effectively and connect clients with relevant banking, credit and/or mortgage expertise and wider services.
- Identify and convert opportunities with new and existing clients by developing service offerings, preparing proposals, supporting pitches and pursuing appropriate cross-selling opportunities.
- Represent Thistle through industry events and professional networks, strengthening the profile of the banking practice while remaining responsive to changing regulatory, market and client requirements.

Experience and technical knowledge

- Recent and relevant experience in a managerial role within a financial services firm or consultancy, with a strong focus on the bank lending sector, with the ideal candidate having experience across both consumer and commercial bank lending arrangements.
- The ideal candidate will also
- Strong working knowledge of the FCA and PRA Handbook, the Financial Services and Markets Act and the operational structure of the banking market, with the ability to apply regulatory requirements to clients' business models and commercial objectives.
- Detailed knowledge of BCOBS, MCOB, SYSC and other relevant FCA and PRA sourcebooks, advisory and supervisory notes, together with a clear understanding of the regulatory framework governing banking products.
- Ability to interpret and apply the Regulated Activities Order, relevant legislation and directives, and the Money Laundering Regulations in the context of client assignments.
- Knowledge of the PRA Rulebook and experience of advising firms on applicable prudential requirements would be advantageous.
- Proven experience of managing, coaching or supervising junior colleagues and providing credible advice to senior stakeholders.



- Experience of leading or managing regulatory projects from scoping through to delivery, with accountability for quality, budgets and deadlines.
- Experience of preparing high-quality regulatory advice, reports and other client deliverables, with the ability to communicate complex matters clearly and practically.
- Commercial awareness and exposure to business development activities, such as identifying opportunities, contributing to proposals or supporting client pitches, would be advantageous.
- Sound regulatory judgement, with the ability to assess both the immediate and wider implications of applying regulation in practice.
- Strong analytical and problem-solving capability, with a structured and evidence-based approach to resolving complex issues.
- Ability to undertake thorough research, analyse quantitative and qualitative information, and draw clear, well-supported conclusions.
- Competence in Microsoft Word, Excel and PowerPoint, with the ability to use these tools effectively to analyse information and produce professional client materials.

Skills and behaviours

- 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 multitask 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 resilience and tenacity to manage projects from start to finish.
- Must be able to work autonomously and take initiative, identifying when referral is required.



- Excellent written communication skills with the ability to draft written communications and documentation in an articulate way and to a high standard.

What we offer

- Competitive salary and benefits package.
- 25 days' holiday entitlement and company pension scheme.
- Hybrid working with a City of London base.
- Supportive team culture 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.