

- **Job Title:** Manager
- **Contract:** Permanent
- **Reports to:** Partner - Financial Crime
- **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 expertise with commercial understanding, helping clients grow with confidence in a complex and changing environment.

Role summary

We have an exciting opportunity for a Manager to join our Financial Crime team and build a dynamic career at Thistle. Our team supports both regulated and unregulated firms, helping them navigate financial crime compliance requirements, including Anti-Money Laundering, Anti-Bribery, Counter-Terrorism, and Tax Evasion under FCA regulations and government legislation.

We are looking for a highly motivated professional with prior consultancy experience in Financial Crime compliance. The ideal candidate will have a proven ability to manage projects end-to-end, supporting junior members of the team, deliver exceptional client service, and adapt to the evolving regulatory landscape. This role offers the chance to work with a diverse range of clients, providing expert guidance and practical compliance solutions.

Role purpose

The Manager will play a key role in the delivery and growth of Thistle Consulting's Financial Crime practice, combining strong technical expertise with effective project, client and people leadership. The role is responsible for leading engagements from scoping through to completion, providing pragmatic and commercially focused advice, maintaining trusted senior client relationships, and ensuring work is delivered to a consistently high standard, on time and within budget. The Manager will also support the development of junior colleagues, contribute to business development and the evolution of the team's service offering, and apply sound judgement to complex and evolving financial crime compliance requirements.

Responsibilities are wide-ranging and varied, given the exciting projects we work on. We are keen to speak to people with a passion for learning new things and problem solving.



Key responsibilities:

- Provide high quality written and verbal financial crime advice to our clients on a range of project types.
- Advising on 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.
- Understand and seek opportunities to further develop the Financial Crime offering, 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.
- Play a key role in training and coaching junior staff, helping to develop the careers of team members.
- Support the Financial Crime leadership team to manage and motivate a team of highly skilled compliance professionals to ensure delivery of compliance solutions to the Group's clients.
- 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

Experience and technical knowledge

- 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.
- 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.

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 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.

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.