

- **Job Title:** Manager
- **Contract:** Fixed Term Contract (12 months)
- **Reports to:** Partner - Investments 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

We have an excellent opportunity for an experienced compliance professional to join our Investments Team on a 12-month fixed-term contract, providing additional senior-level support across client delivery and project management.

The Investments Team Manager will play a key role in delivering high quality regulatory compliance advice and solutions to a diverse portfolio of investment sector financial services clients, including firms operating in the wealth management and pensions sectors particularly SIPP operators and, ideally, SSAS administrators. Working closely with the Partner and Senior Managers, the role will involve multiple client projects, providing technical guidance across relevant regulatory frameworks, quality assure deliverables and supporting the development and mentoring of junior colleagues. The successful candidate will act as a trusted adviser to clients, build strong relationships and contribute to the growth of the Investments Team. This is a hands-on role requiring strong technical knowledge, commercial awareness, sound judgement and the ability to work independently in a fast paced consultancy environment.

Role purpose

Thistle is looking for an experienced individual to join the Investments Team on a 12-month fixed-term basis, supporting the delivery of a range of regulatory services to our clients.

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 and delivering high-quality outputs



Key responsibilities:

- Keeping up to date with regulatory requirements applicable to the Thistle Consulting Investment Team client base and ensuring timely implementation of changes including updates to policies and procedures.
- Maintaining an up-to-date knowledge and understanding of FCA regulation, including, Suitability, Governance, Market Abuse, Conflicts of Interest, Personal Account Dealing, Inducements, Financial Promotions and Training and Competence and the other areas applicable to primarily MiFID and non-MIFID wealth management firms, SIPP operators and, where relevant, SSAS administrators.
- Completing client work and delivering high-quality client service levels, as well as mentoring junior team members to do the same.
- Supporting the Partner and Senior Managers in the delivery of client projects, including oversight, task delegation and quality assurance.
- The oversight of junior team members and smooth running of client projects in the absence of the Partner.
- Undertaking client audits, including reporting and making recommendations to address any areas of concern.
- Multitasking and managing multiple client projects at any given time.
- Strong client relationship and key account management, becoming their trusted advisor.

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

- Practical regulatory compliance experience within the SIPP sector is highly desirable, including familiarity with the key regulatory and conduct risks affecting SIPP operators. Experience of SSAS arrangements would also be beneficial.
- Certificate/s in financial investments such as the CISI IOC or equivalent qualification beneficial.
- Diploma/s in financial investments such as the CISI IAD, PCIAM or equivalent or working towards qualification beneficial.
- Any pensions qualifications such as PMI or AF3 would be beneficial.
- Diploma in Investment Compliance, equivalent or working towards qualification.
- Educational attainment at degree level useful but not essential.
- Must have a detailed understanding of the investment and wealth management sectors, ideally including experience of SIPP operators and broader pensions-related compliance, and be able to apply knowledge of applicable regulation to the business requirements of our clients.
- A working knowledge of; MiFID II, AIFMD, fund administration, SM&CR, Market Abuse, MLR's, EMIR, and on/off shore fund establishment beneficial.



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.
- Exceptional attention to detail.
- 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 regulatory requirements and be keen to develop new skills accordingly.
- Personal credibility with ability to establish and maintain trusting relationships with others.
- Proactive 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 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.

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.