

- **Job Title:** Prudential Risk Manager
- **Contract:** Permanent
- **Reports to:** Partner - Regulatory Compliance
- **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 Prudential Risk Manager is a senior, client-facing role responsible for leading Thistle Consulting's prudential risk capability and delivering high-quality, commercially focused advice to regulated financial services firms. Acting as the firm's Prudential Subject Matter Expert, the role combines technical leadership with proposition development, business development and the end-to-end delivery of complex client engagements across investment firms, payment services firms, banks and other regulated businesses. The postholder will advise on prudential regulation and reporting, including MIFIDPRU, IPRU-INV, ICARA, capital and liquidity adequacy, stress testing, wind-down planning, group consolidation and regulatory transactions, while maintaining strong relationships with clients, regulators and professional advisers.

Role purpose

The purpose of the role is to strengthen and grow Thistle Consulting's prudential risk proposition by translating complex and evolving regulatory requirements into clear, practical and proportionate solutions for clients. The Prudential Risk Manager will help clients understand and manage prudential risk, maintain robust capital and liquidity arrangements, meet regulatory reporting obligations and evidence sound governance and financial resilience. Working closely with Partners and senior stakeholders, the role will shape the go-to-market strategy, identify emerging client needs and market opportunities, enhance methodologies and service offerings, and lead assignments that deliver measurable value, support sustainable growth and reinforce Thistle's reputation as a trusted prudential adviser.



Key responsibilities:

- Acting as Thistle's Prudential Subject Matter Expert and thought leader, providing technical oversight across prudential regulatory matters and supporting the development of market-leading client solutions.
- Supporting the growth of the practice through the design, development and enhancement of prudential client propositions.
- Identifying emerging regulatory developments, industry trends and market opportunities to inform service development and strategic growth initiatives.
- Working closely with Partners and senior stakeholders to define and execute the Prudential Risk go-to-market strategy across investment firms, payment services firms, banks and other regulated financial services businesses.
- Leading client engagements from both a technical and commercial perspective, identifying opportunities to deepen client relationships and expand service offerings.
- Contributing to business development activities, including proposal writing, client pitches, thought leadership publications, webinars and industry events.
- Building and maintaining strong relationships with key client stakeholders, regulators, industry participants and professional advisers.
- Keeping up to date with prudential regulatory requirements applicable to the Thistle Initiatives Group investment firm client base and ensure timely implementation of changes including updates to policies and procedures.
- Assisting clients with RegData reporting obligations on a timely basis.
- Reviewing client data and identify potential issues.
- Assisting clients with ICARA preparation including detailed application of risk management and stress testing.
- Providing high quality advice on prudential reporting matters.
- Assisting with financial projection reviews for FCA authorisations, variations of permission and change in control applications.
- Conducting analysis in respect of Group Consolidation under MIFIDPRU for clients including structuring and issue identification.
- Conducting analysis in respect of Prudential Due Diligence for clients engaged in acquisitions of Financial Services companies.

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

- Prudential regulatory expertise gained within a consultancy, regulator or regulated financial services firm.
- Demonstrable experience developing new service offerings, propositions or advisory capabilities.
- Strong commercial awareness with the ability to identify client needs and translate regulatory requirements into commercially valuable solutions.
- Experience supporting business development activities, including proposal preparation, pitching and client relationship management.



- Knowledge of prudential reporting in MiFID/non-MiFID firms.
- Knowledge of the FCA Handbook, particularly MIFIDPRU and IPRU-INV .
- Previous experience preparing ICAAPs/ICARAs.

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.