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| **Position title** | **Officer FCR Advisory** |
| **Division** | Group Risk |
| **Department** | Financial Crime Risk |
| **Direct Reports** | Yes |

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| **Our culture and values** |
| We have a clear strategy and important work in place to become Australia's bank of choice.Our values of **teamwork**, **integrity**, **performance**, **engagement**, **leadership** and **passion** are at the core of who we are and form the expectation of the behaviours we adopt every day.We strive to have a culture that drives balanced outcomes; is open and informed for disciplined execution; that celebrates and recognises success; and where the sum is greater than its parts. To achieve this, we focus on four critical behaviours: **act commercially**; **move fast to help customers achieve their goals**; **recognise people for their impact**; and **actively challenge the status quo**.Together, we’re creating a culture we can continue to be proud of; one that will help us reach new heights. |

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| **ROLE PROFILE** |

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| **Your division, your team** |
| Group Financial Crime Risk helps to protect the Bank, our customers and the communities we serve from the impacts of financial crime. An integrated department in Group Risk, the function helps to design, oversee, deliver and champion the activities that occur across the Bank to manage the risk of financial crime.Group Financial Crime Risk is responsible for delivering an overarching framework to manage the risk of financial crime, which includes advice and oversight across the Group, coupled with detection and intelligence led / data driven decision making within the function.The risk types managed by the function include Anti-Money Laundering and Counter-Terrorism Financing (AML/CTF), Sanctions, Fraud and Anti-Bribery and Corruption (ABC). |

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| **The purpose of your role** |
| The purpose of the role of Officer FCR Advisory is to support the delivery of financial crime advisory and oversight services to the Bendigo and Adelaide Bank Group. Supporting the Manager, FCR Advisory, the role is required to support the delivery of oversight and challenge of the performance of the Group’s financial crime control environment, as well as support and advice to the business in policy and legislative requirements for financial crime. The role is also required to support the delivery of insights and reporting to business stakeholders and divisional risk committees and assist the performance of risk assessments in the business. |

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| **Your core relationships** |
| Your core relationships will be with Financial Crime Risk colleagues, first and second line risk teams, product and customer facing teams, business unit team members, vendors and suppliers of financial crime solutions and peers in other financial institutions. |

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| **What you’re accountable for** |
| **Financial Crime Advisory** | * Support the delivery of timely, accurate and effective Financial Crime Risk advice and support to the Financial Crime Risk team and the business, including interpretation of legislative and policy requirements, provision of insights and reporting to business stakeholders and divisional risk committees and performance of risk assessments in the business.
* Independent reviews and regulator audit liaison and management of findings/treatments
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| **Financial Crime Oversight** | * Support the oversight and challenge of the performance of the Group’s financial crime risk control environment, including risk and control assessments, change risk assessments, financial crime reviews and regular control testing.
* Assist the escalation of identified issues and oversee performance against mitigation and remediation plans.
* Operational Risk Event assessment, breach evaluation, regulatory reporting, oversight of remediation plans, assurance reviews, incl breach closure oversight
* Education and awareness, best practice guidance material, operationalising risk-based approach
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| **Your knowledge, skills and experience** |
| **Knowledge & skills** | * Solid knowledge and demonstrated skill in the process of providing advice and support to financial institutions in financial crime.
* Knowledge of legislative requirements including the Australian AML/CTF Act.
* Highly developed skill at supporting communication and management of stakeholder relationships and supporting the delivery of change to teams and business processes.
* collaboration and influencing skills used to drive team outcomes and maintain high stakeholder engagement
* Excellent verbal and written communication skills, including detailed report writing and presentation skills.
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| **Relevant experience** | * Experience in second line of defence from operational risk, regulatory, advisory or financial crime governance and/or advisory services.
* Experience in supporting the delivery of financial crime reviews, management information and other reporting for committees.
* Demonstrated experience on building stakeholder relationships to deliver outcomes.
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| **Your qualifications and certifications** |
| Financial Crime Industry Qualification preferred such as ACAMs, AFCS. |

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| **Risk responsibility** |
| Ensure all work practices are conducted in accordance with all Bank compliance requirements, as specified in Bank policy, corporate and business unit procedures and identify and report instances of non-compliance to appropriately. |

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| **CAPABILITY PROFILE** |



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| **Key people capabilities** |
| **Role Expertise** | **Results Focus** |
| **Communication** | **Innovation** |

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| **People capability profile** |
| **Relationships** | **Results Focus** | **Grow Self** | **Role Expertise** |
| Builds and maintains productive relationships with trust and integrity. Works collaboratively and is open to the perspectives of others. | Sets and manages relevant goals. Is mindful of and responds to the business environment. Asks for help and reviews for learning. | Grows knowledge, is curious and proactively applies learning. Builds resilience and is mindful of impact on others. | Maintains role-specific standards and applies knowledge, skills and experience on-the-job. |
| **High Proficiency** | **Med / High Proficiency** | **High Proficiency** | **High Proficiency** |
| **Communication** | **Execution** | **Grow Others** | **Customer Focus** |
| Effectively expresses thoughts, ideas and information. Actively listens and adapts communication style. Engages, influences and connects to our purpose to tell our story. | Makes well-considered decisions, plans and delivers quality outcomes. Problem solves and acts with integrity. Holds self and others accountable. | Develops others by sharing feedback, recognising and celebrating outcomes. Connects with others to guide, empower and inspire. | Identifies customer goals, makes relevant recommendations and takes appropriate timely action. Collaborates across the business to deliver best outcomes for the customer. |
|  **High Proficiency** | **Med / High Proficiency** |  **Med Proficiency** | **Med / High Proficiency** |
| **Partnering** | **Innovation** | **Future Ready** | **Commerciality** |
| Acts with intent to build sustainable partnerships with customers, community and stakeholders to deliver shared value and achieve business outcomes. | Constructively challenges the status quo and offers alternatives. Seeks to improve ways of working and is open to new ideas and experiences. | Exchanges and respectfully challenges perspectives and approaches. Anticipates, embraces and promotes change to achieve our vision for today and tomorrow. | Applies understanding of finance, risk, people and customer for decision-making to deliver business sustainability. Takes appropriate risks and acts in the best interest of the Bank. |
| **Med / High Proficiency** | **Med / High Proficiency** | **Med / High Proficiency** | **Med / High Proficiency** |