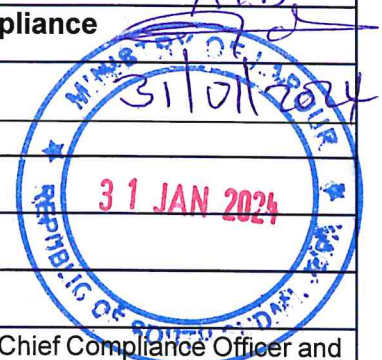


**JOB OPPORTUNITY**

50-H-3  
Approved

<b>ROLE:</b>	<b>Compliance Manager</b>
<b>REPORTS INTO:</b>	<b>Head, South Sudan Business/ Head, Compliance</b>
<b>DEPARTMENT/UNIT:</b>	<b>Compliance</b>
<b>LOCATION</b>	<b>Juba</b>
<b>JOB GRADE</b>	<b>SBG 11</b>
<b>NUMBER OF POSITIONS</b>	<b>1</b>



**SCOPE OF ROLE**

- To support the Regional Head of Compliance, Head of Africa Compliance, the Group Chief Compliance Officer and the embedded business risk management function to discharge their responsibilities relating to the compliance risk management process as required by relevant regulatory requirements, applicable codes of conduct and minimum standards.
- To be responsible for South Sudan 's Compliance Risk Management Framework including regulatory compliance and financial crime risk (Anti Money Laundering, Counter Terrorism, Anti Bribery & Corruption, Sanctions etc.)
- To provide an integrated Corporate Governance for Compliance Risk Management. This includes but is not limited to: Risk Assessments on Regulatory interactions and input into the Group & Africa Compliance strategy.
- To support the interaction with Regulators to support South Sudan business Embedded business risk management function by providing advisory services to guide business and country leadership in discharging their responsibility to comply with applicable statutory, regulatory, and supervisory requirements.
- To maintain and develop a thorough understanding of the relevant regulatory requirements applicable to the Bank and facilitate the establishment of the right acceptable compliance culture.
- To develop and build relationships with key stakeholders including regulators, country business & corporate function, region, and group stakeholders and other support areas.  
Ensure alignment and where possible, consistency with Africa Regions and Group.

**KEY RESPONSIBILITIES/ACCOUNTABILITIES**

- Support and maintain strong team dynamics and culture.
- Manage and support the compliance function in an effective and motivational manner, sufficiently developing, mentoring, and coaching them.
- Ensure that each compliance officer has appropriate key performance indicators and objectives in place; and stretch goals in assisting in their growth.
- Provides input to the country and Group Regulatory Universe.
- Responsible for the timely completion and/or maintenance of the country Regulatory Universe (matrix).
- Ensure in conjunction with business and corporate functions leaders that generic CRMPs (as provided by the Centre of Excellence from time to time) are adopted and customized.
- Ensure, in consultation with the embedded business risk management function the development the completion of Business and corporate function specific RMPs.
- Ensure there are customized RMP's for all high-risk legislation pertinent to the BA and in line with the compliance plans for the year.
- Analyze & identify compliance risks, processes & controls and provide advice to management, relevant committees, within the business area and the embedded business risk management function and employees, to effectively manage compliance issues.
- To attend and participate in relevant committees, meetings, business processes and initiatives to ensure that any compliance requirements are appropriately considered.
- Provides assistance and advice on compliance issues specific to the business area (new businesses, products, and other initiatives such as projects).



- Advise on Compliance related Legislation, regulations and regulatory circulars and guidance notes affecting the Country or Group.
- To ensure that in country compliance receives appropriate information to facilitate a comprehensive and up to date understanding of the status of compliance and regulatory matters. (Including compliance requirements in regard to the group compliance standards)
- Actively assists in the completion of the annual Governance Standard Compliance Risk Management review for the business area.
- Safeguards the reputational risk of the Standard Bank Group by ensuring the business area supports the Reputational Risk standard and related reputational risk policies & procedures.
- Ensures the business area's reputational risk policies and procedures are in compliance with the Standard if the Group Policy is not adopted.
- Ensure that the BA's compliance monitoring plans are developed and track progress.
- Develop a compliance monitoring plan based on the Business Area Compliance and Regulatory Risk Framework and track progress thereto.
- Monitors (on an on-going basis) in conjunction with the Business area and the Combined Assurance structure, the adherence to the Compliance Governance-, legal- and regulatory standards in order to identify further areas of improvement and detect significant compliance breaches and exposures.
- Assists and advises the Business Area on the resolution of compliance audit/ monitoring issues.
- Monitor compliance with regulatory requirements and mandates in terms of the Group compliance Standards.
- Responsible for ensuring the maintenance and alignment of the Compliance Manuals.
- Assists, as and when required, in the development drafting and updating of policies and related training programs (in as far as such assistance is aligned to Learning & Development and Centre of Excellence initiatives).
- Provide assistance to country to resolve any conflicts that might arise between local compliance requirements and group minimum requirements.
- Ensure all training which has been tailored for the Business Area is signed off and, if appropriate, assist in the delivery of the training and awareness.
- Assist, and where necessary, facilitate the governance of dispensation/s when country policies and procedures deviate from the minimum standards.
- Remain aware of regulatory & legislative developments, and practices of regulatory authorities, which are relevant to the country.
- Assists the embedded business risk management function and the business area in implementing existing, new and/or amended regulatory requirements.
- Ensure and track that the respective Compliance Officers assesses and advises the business areas timeously and effectively on the impact of regulatory developments.
- Ensure and track that the appropriate regulatory framework is in place for the business area to adequately manage compliance risks.
- Actively promote, on an on-going basis, the Compliance Function, to ensure that a culture of compliance is established in the Bank.
- Seek to establish a compliance culture that contributes to the overall objective of prudent risk management by the Bank.
- Cultivates relationships within the Bank which results in the Bank's committees or other relevant forums proactively seeking Compliance involvement in their dealings.
- Utilizes established mechanisms for reporting and resolving non-compliance with regulatory requirements.
- Immediately reports material compliance related matters to the Regional Head Compliance
- Informs Compliance Centers of Excellence, Regional, Group Compliance about regulatory inspections and acts as a conduit for any significant information requests, comments and findings.
- Completes formal monthly and quarterly compliance reports as may be required by various Group governance structures and regulatory requirements.



- Ensures cooperation by the business areas, for corrective action regarding audit, regulatory findings and breaches.
- Monitors in conjunction with the business areas, the timely and effective implementation of the plans, escalating progress and results to Regional, Africa Compliance, Centers of Excellence and Group Compliance.
- Effective partnering with all business areas including corporate functions.
- Creates and maintains an appropriate electronic record and filing system.
- Prepares the Annual Compliance Business Area Sign off on the plan for the year in terms of Regulatory Universe, RMPs, training and monitoring.
- Assists and manages the broader compliance risk management framework, to be flexible to adjust and adapt to changes in Business Model and/ or areas as and when required.
- Strives to influence a continual reduction in costs within the areas under control.
- Ensures that service delivered remains cost-effective and efficient.

#### **KEY PERFORMANCE MEASURES**

1. Compliance Risk Management (45% weighting)
2. Relationship & People Management (35% weighting)
3. Training, research & awareness (10% weighting)
4. Projects (10%)

#### **IMPORTANT RELATIONSHIPS**

Auditors, Regulators, Industry associations, Regional & Group Compliance, Business Compliance Officers, Country leadership team, Business Risk Managers, Group Internal Audit & Risk Integration Functions

#### **PROBLEM SOLVING, PLANNING AND DECISION MAKING**

##### **Personal competencies**

- Self-motivated, professional and able to maintain confidence when under pressure.
- Proactive
- Flexible and Adaptable
- Willing to continuously learn, seeking opportunities and challenges.
- Good communication skills.
- Strong project management ability.
- Reliable and trustworthy (high integrity standards).
- Strong interpersonal skills.
- Good analytical skills.
- Continually seeks to improve the way things are done, proposing innovative solutions
- Ability to give technically sound advice.



##### **Problem solving**

- Ability to find practical solutions in line with regulatory requirements.
- Ability to do research in other compliance risk management jurisdictions, with a view to establishing international best practice and thereby enhancing current practices and procedures adopted within the Business Area.
- Ability to align regulatory requirements with business principles.

##### **Planning**

- Flexibility exists to amend finalised strategic plans given the dynamic nature of the compliance risk management environment and changes to business strategy.
- Project management principles are applied to ensure compliance with regulatory imposed deadlines.

##### **Decision making**

- Decisions are made based on a consultative approach with the Business Executive.



**KEY SKILLS, KNOWLEDGE, EXPERIENCE AND PERSONAL COMPETENCIES**
**Skills and knowledge**

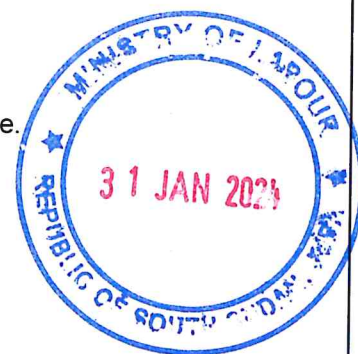
- Sound knowledge of the company's laid-down policies and procedures.
- Sound and technical knowledge of operational systems.
- Knowledge of the Regulations in force.
- In depth understanding of banking and the underlying key performance drivers
- Understanding of the importance of planning and budgeting in the bank's overall business strategy
- An appreciation and a good understanding of macroeconomics and external factors affecting the business strategies adopted, and market serviced by Stanbic Bank.

**Experience**

- Minimum 10 years' experience in financial services, of which 5 years in Compliance
- At least 3 years as senior manager
- Understanding of legal issues and the ability to interpret legislation.
- Exposure to monitoring principles
- Exposure to providing training / public speaking.

**Core Personal Competencies**

- Self-motivated, professional and able to maintain confidence when under pressure.
- Proactive
- Flexible and Adaptable
- Willing to continuously learn, seeking opportunities and challenges.
- Good communication skills.
- Strong project management ability.
- Reliable and trustworthy (high integrity standards).
- Strong interpersonal skills.
- Good analytical skills.
- Continually seeks to improve the way things are done, proposing innovative solutions.
- Ability to give technically sound advice


**MINIMUM QUALIFICATIONS**

- BA Law, BCOM or relevant tertiary qualification (minimum bachelor's degree)
- Relevant compliance certifications will be an added advantage.
- Comprehensive understanding of the regulatory and business environment of the private and retail banking industry.
- Solid understanding of the Business area needs and ability to translate them into risk management solutions.
- On-going awareness of regulatory requirements which relate to the Group's business as well as compliance best practices and trends.

**APPLICATION PROCESS**

If you believe you are the right candidate for this post, please email your application/ CV and other accompanying academic documents and South Sudanese Nationality Certificate to [sakondoa@stanbic.com](mailto:sakondoa@stanbic.com) not later than **19<sup>th</sup> February 2024 at 5:00 PM**. Or by hand delivery to Human Resources Manager, Stanbic Bank Limited, West Yat Business Centre, Airport Road, Tong Ping/ P.O.BOX 630 Juba South Sudan

**Important Note:**

- This position is only open to South Sudanese nationals.
- Stanbic is an Equal Opportunity employer.
- We thank you for your interest to work for Stanbic Bank Limited, however, note that only shortlisted candidates shall be contacted for interviews

**Stanbic Bank**

South Sudan