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Head of Compliance & Ethics Conduct, IT & Acquisitions

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Company: Euroclear

Location: Belgium

Category: other-general

Compliance and Ethics (C&E) is a multifaceted and increasingly meaningful role within the company, providing advice on several matters. C&E is a second line function within the Three Lines model, helping to protect the integrity and improve the reputation of Euroclear in the market.

Context

The C&E Conduct, IT and Acquisitions team has the following objectives:

Our conduct colleagues are subject matter experts (SME) focusing on compliance matters, such as CSDR, MIFIDII, MAR, outsourcing, funds, conflict of interest etc. They provide services to Euroclear entities and central support for compliance representation within group committees and entity committees.

Our IT SMEs advise Senior Management and the different Euroclear lines of business on the concrete application of the laws, regulations, standards and codes related to IT (security), operational resilience (DORA) and digital innovation.

Acquisitions colleagues support the group M&A and partnerships strategy by means of providing regulatory due diligence on acquisition and partnership targets; they act as gatekeeper for C&E-wide engagement.

The whole team proactively engages with first line and second line stakeholders, ensures regulatory changes are identified and implemented, and provides constructive challenges when needed.

We are looking for an experienced team manager who will ensure that the above-mentioned objectives are met. To do so, your role will be:

Leading and motivating a small team of 4 senior regulatory subject matter experts, be responsible on a day-to day basis for mentoring and HR matters, ensuring that the team is resilient and have the appropriate skills, experience, and training to execute their missions.

Be part of the team, actively participating in day-to-day advisory work. Work closely with stakeholders to deliver a proactive compliance advisory service, and challenge when needed.

Ensuring that expertise across the advisory domains is developed, maintained, and shared.

Advising and supporting the entities' Chief Compliance Officers in the delivery of their annual/multi-year plan and providing support to the ESA CCO to deliver their mission.

Be accountable for ensuring that your team's mission remains aligned with the services delivery plan agreed between Euroclear . and the entities.

As Head of the Conduct, IT and Acquisitions team, you will report to the Head of Awareness, Conduct and Data within the ESA Compliance & Ethics department.

Technical skills

You have:

Proven experience in the financial services sector preferably gained in a compliance advisory team of a financial institution, a regulatory authority or a consultancy firm.

Proven knowledge of all or several of the compliance domains in scope of this role.

Demonstrated experience in advising and monitoring compliance with regulatory requirements.

Proficient in English.

Your are able to deliver high quality work, in an autonomous, timely, pragmatic, cost efficient and effective fashion, and to build a solid understanding of the business of the Euroclear Group

Soft skills

You can demonstrate:

People Leadership skills: Master strategic talent management influencing the organizational culture and promote a culture of continuous learning

Leadership skills in strategic thinking, sophisticated problem-solving skills and the ability to foster a culture of innovation and adaptability within the business unit.

Dealing with Ambiguity: Steer business unit through complex and unpredictable challenges crafting a culture where ambiguity is seen as an opportunity for strategic advancement; ensure all teams are well-equipped to perform and grow in a dynamic work environment.

Communication: Able to articulate complex concepts persuasively, excel in active listening; consistently adapt communication styles to diverse situations and audiences.

Analytical: Encourage and facilitate collaborative data-analysis discussions and make strategic decisions based on deep understanding of analytical insights.

Join Euroclear, where people power our success. As a people manager, you'll align the aspirations of our talented team members with the purpose of the organization. Your role? Inspire, empower and grow your team to achieve goals efficiently. You'll nurture talent, delegate wisely, and drive performance with constructive feedback. Ready to shape our future and unleash potential? Join us now.

#LI-AC1

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