



Career Opportunities at Bank Bic Namibia

Suitably qualified and highly motivated candidates are invited to apply for the following position.

COMPLIANCE OFFICER

Bank Bic is looking for a **Compliance Officer** reporting directly to the CEO.

Job Purpose

To manage the Compliance function of the Bank and to provide operational and advisory support to the organization in the review, implementation, management and evaluation of an Integrated Risk Management and Compliance program and to monitor the program to ensure ongoing compliance. To effectively manage and control all compliance related issues.

Key Responsibilities

- Responsible for the development, review and roll-out of compliance policies and standards
- Develop and maintain the bank's compliance universe using a risk-based approach
- Assist management to comply with applicable statutory, regulatory and supervisory requirements
- Evaluate new laws and regulations and stay abreast of all legislative and regulatory development both locally and globally
- Create, promote and maintain a culture of risk awareness and accountability within the bank
- Maintain the bank's compliance policies
- Ongoing strengthening of staff skills and enhancements to risk and compliance management systems, policies, processes, quantitative models and reports as necessary to ensure that the bank's risk management capabilities are sufficiently robust and effective to support its strategic objectives and all risk-taking activities
- Liaise with internal and external audit on compliance-related issues
- Create and manage effective action plans in response to audit discoveries and compliance violations
- Regularly audit company procedures, practices and documents to identify possible compliance weaknesses or risks
- Act as liaison with the central bank and other regulators on compliance issues
- Investigate and assess alerts for potential money laundering risks in the Bank
- Ensure efficient identification and monitoring of suspicious activities and transactions
- Ensure timely and efficient reporting to the board and to the Financial Intelligence Centre of Bank of Namibia
- Maintain a current understanding of money laundering and terrorist financing issues, including policies, procedures, regulations, industry best practices, criminal typologies and developing trends

Core Behavioural Competencies:

- Logic thinking/reasoning
- Leadership Skills
- Management Skills
- Organisational skills
- Emotionally mature
- Attention to detail
- Self- starter
- Teamwork
- Assertive
- Observant

Education & Experience Requirements:

- Degree in Risk Management and/or Compliance, Chartered Accountant, Certified Internal Auditor; or law degree
- A minimum of 5 years' working experience preferably in external audit, internal audit, the financial services sector or 7 years' post-graduation experience in law or accounting
- Member of certified Risk and Compliance Management Profession (CRMP) will be an advantage
- Member of Association of certified Anti-Money Laundering Specialist (ACAMS) will be an advantage
- Member of Association of Certified Compliance professionals in Africa (ACCPA) will be an advantage
- Banking experience will be an advantage
- Namibian citizen

Applications accompanied by a detailed CV (which must include a career outline to date) should be forward to: via email: hresources@bankbic.na

Closing date: 20 November 2020