

Job description

Job: Associate Director - Internal Audit

Reporting to: Director of Payments

Location: UK or Ireland

About fscm

fscm is a boutique regulatory consulting firm. We specialise in the provision of high quality, commercial advice to our clients who are in the financial services sector. We operate across three main areas: regulatory compliance, financial crime, and cyber security, offering both advisory and assurance services.

Starting from our Head Office in Belfast, fscm has expanded into London and Dublin through delivering practical and high-quality advice to clients. Our focus on being subject matter experts in particular financial services sectors has seen the business grow strongly, build a team of industry specialists, and become widely recognised as a leading consulting practice.

We are seeking an Associate Director to join our team of regulatory and compliance specialists to provide the complementary offering of internal audit services to our clients in the regulated payments and investment management sectors in Ireland and the UK. The successful candidate will bring their deep domain expertise in internal audit and the expectations of the regulator to benefit our clients and will be pivotal in building out this rapidly expanding area for fscm.

Working for fscm, you will get the opportunity to work on challenging projects with complex themes and work closely with our clients.

Our people are at the heart of our success, and you will get the opportunity to work with industry experts and leaders within the field.

We are members of the Association of Professional Compliance Consultants and adhere to the [Code of Ethics](#).

The Role

Delivery, Management of Delivery and QA

- Maintain high levels of client relationships, establish their needs, provide advice, and demonstrate the highest levels of technical expertise.
- Have a solution focused approach and identify areas of continuous improvement for client projects and delivery with a focus on providing a commercial and exceptional service offering for our clients.
- Provide high quality analysis, insights, advice and guidance to our clients from an internal audit perspective.
- Provide guidance and create structure and best practice operating procedures at fscm in all aspects of delivery and service across the team, sharing best practice across the business.
- Manage resourcing and client delivery on a day-to-day basis, ensuring delivery of the highest possible standards.
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Business Development Responsibilities

- Lead on developing identified key relationships at senior levels with a view to generating work from these prospective clients for the firm.
- Network widely within the firm amongst those currently and potentially providing services to other clients.
- Engage and network with prospective customers and represent fscom at industry relevant events and conferences.

Team Management

- Play an active role in the Senior Management Team, contributing to and delivering the sales and resourcing strategy of the company.
- Line management responsibility for Compliance Associates within the Payments Team
- Direct and, as required, manage multiple projects.
- Set clear accountabilities and targets for the team and consistently achieve monthly, quarterly, and annual KPIs.
- Work alongside Director of Payments, initially, to develop the department strategy and business plans with a view to developing own team strategy in due course.
- Deputise for Director of Payments at Exco and other management meetings.

Leadership Role

- Plan for new legislation, including the development of policies, systems, practices, and procedures.
- Build and deliver the Internal Audit business strategy.
- Be up to date with all relevant legislation and regulation both in Ireland and the UK and be able to apply this in a practical manner that meets the client's specific mandate.
- Maximise the capabilities of the Internal Audit function through the provision of coaching, training and ongoing mentoring and feedback in order to develop individual team members.
- Work closely with the Marketing team to ensure that the firm's insight, thought leadership and events are properly targeted and deliver return on investment.
- Developing your presence as a "thought leader" through writing blogs/white papers, speaking engagements and networking at key industry events.

What you need for the role - essential experience/skills/qualifications: -

Essential Criteria

- High degree of personal drive and motivation to succeed.
- Strong programme and project management skills.
- A minimum of 5+ years working as a head of internal audit within the regulated financial services sector.
- An understanding of the risk management issues surrounding providing audit and other advisory services.
- In depth understanding of relevant regulatory regimes and the approach of financial services regulators.
- Demonstrable project delivery experience from initial scope through to delivery.

- Proven ability to think proactively and come up with ideas for enhancements/ process re-engineering.
- Experience of dealing with multiple stakeholders on a professional and sensitive basis to achieve key regulatory outcomes.
- Strong relationship management skills with experience of working on client proposals.
- Able to demonstrate a consistent track record of achieving sales targets.
- Have outstanding levels of professionalism, integrity, interpersonal and time management skills and excellent communication and report writing skills.
- A great team player: managing, supporting, and mentoring other team members.
- Demonstrable experience of tracking, reporting, and reviewing performance against KPIs as well as diagnosing gaps in performance and providing actionable solutions to address them.

Desirable criteria

- Previous experience of holding a senior role within a consulting firm.
- Experience of providing advice to and developing close, fee-generating, and trusted business relationships with clients.
- High degree of personal drive and motivation to succeed
- Demonstrable experience of tracking, reporting, and reviewing performance against KPIs as well as diagnosing gaps in performance and providing actionable solutions to address them.

What will I get from the role?

You will have the opportunity to work for an award-winning consultancy business with leading clients. This is an exciting opportunity to work for fsc om at a critical time in our journey and work for us as we are growing and expanding.

You will also be rewarded with working within a friendly and stimulating working environment where you will have a challenging and autonomous role that is critical to business.

You will have a market leading salary, bonus plan and pension as well as medical insurance and death in service cover.