

Compliance Manager

Reporting Line:	Head of Risk Oversight and Regulatory Relations
Role Level:	4
Location:	Chester with hybrid working

About Us

We are Oxbury: The only UK bank dedicated to British agriculture. Founded by farmers, bankers, and technologists, we have combined the worlds of financial services, technology, and agriculture to provide bespoke financial products to support the rural economy.

Our mission is to create and grow a sustainable, customer-focused, and innovative bank that supports and champions the financial health of the rural economy.

About the Role

The compliance manager is a crucial role within the risk oversight and regulatory relations division, responsible for delivering specific elements of the bank's Risk & Compliance plan and running a small but dedicated team. The role holder may also act as Data Protection Officer.

The role holder will provide advice and guidance on all aspects of financial regulation and lead the second line oversight activity that helps to ensure that the bank operates within risk appetite.

Role Responsibilities

Compliance advisory

- Act as a subject matter expert on financial regulation, in particular in respect of the Financial Conduct Authority (FCA) and Prudential Regulation Authority (PRA).
- Provide expert guidance and challenge, to help the business to meet expected regulatory outcomes and comply the granular rules, including by developing and implementing internal policies.

Risk oversight

- Support the design and delivery of the Annual Risk and Compliance Plan and the procedures to execute it.
- Provide effective second line oversight of the business. Working in a constructive and collaborative manner, review business operations and procedures in the first line of defence to ensure they remain compliant with policies and procedures and relevant regulatory requirements.
- Contribute to the maintenance of the risk register and ensure that appropriate controls are in place, maintained and tested.
- Identify risks and vulnerabilities, including through a regular cycle of testing, QA and thematic reviews, and work with the business to mitigate or remedy these.

Risk reporting

- Run the secretariat for the Bank's Conduct and Operational Risk Committee.

- Develop and maintain an MI suite to support effective challenge and oversight of regulatory compliance by the business, Senior Management including the Board.

Regulatory horizon scanning

- Own and maintain a view of forthcoming regulatory initiatives and work with stakeholders to assess the impact of these so that the Bank takes timely and appropriate action.

Management and development

- Run a small but dedicated compliance team, building skills and capacity to match the Bank's growth.
- Advocate for a risk-based customer-focussed culture at Oxbury and act as a role model for the company's values. Conduct yourself in a manner that meets the expectations of the Conduct Rules and the Senior managers and Certification Regime

Minimum Skills / Experience

The ideal candidate will display enthusiasm for joining a growing bank, be collaborative and dedicated, and have the ability to think critically. Oxbury values attitude and aptitude and is committed to giving people the opportunity to learn and progress

Required Skills

- Three or more years of experience in compliance or a related field
- Experience in a legal, audit, or risk management role
- Strong attention to detail and excellent analytical skills
- Good interpersonal skills with demonstrable people-management experience
- Excellent verbal and written communication skills
- Strong project management skills; ability to work effectively under pressure
- Proficiency with standard office IT and software for managing risk and preparing reports and presentations

Desirable Skills

- Bachelor's degree (or equivalent) in related field.

Interested in joining Oxbury?

Interested candidates should submit their CV and a brief covering letter outlining their experience in agriculture, any previous work experience and why they believe they are suitable for the role. To apply please click [here](#).