

Job Title	Head of Risk & Compliance (Band 5)
Company	Advantage Insurance Company Ltd
Reporting to	Chief Operating Officer
Location	Gibraltar
Full/Part Time	Full Time (Mon-Fri)

Part of the Hastings, and the larger Sampo Group, Advantage is a digitally focussed Gibraltar based insurer that sells private motor and home insurance in the United Kingdom. With nearly 4m customers, we are one of the largest insurers in Gibraltar.

Role Purpose:

Deliver great value for our Customers and make an influential contribution to achieving the Hastings vision of 5m customers and annual financial performance targets by:

- Leading Risk Management and Compliance regulated function daily activities on behalf of the MD and Advantage Board.
- Ensuring Advantage continued compliance with all GFSC & FCA requirements as the Hastings SII solo entity approved Insurer meetings its GFSC regulatory and legal obligations.

Accountabilities:

- Design, Implement embed and manage the Company's enterprise risk, compliance and control frameworks, testing these in accordance with the annual risk and compliance plans, consistent with HGH principles.
- Own the Advantage ORSA process including internal & external reporting which includes risk appetite, Stress & Scenario testing, operational resilience and recovery & resolution planning.
- Regulated Individual for the Risk Management function.
- Regulated Individual for the Compliance function (as well as MLRO).
- Lead the day to day relationship with the GFSC, FCA, GFIU, GRA, and other relevant bodies.
- Act as part of the Group Risk leadership team and provide appropriate AICL input into HGH matters.
- Ensure that Advantage corporate governance, controls and compliance procedures meet regulatory requirements.
- Lead the resolution of critical and important risk management and compliance issues.
- Lead an agreed programme of risk management and compliance assurance 2nd line assessments including collaboration with Group Assurance and Internal Audit.
- Provide 2nd line challenge & review of the Conduct & Outsourcing framework and activities of that function.
- Ensure company policies are adequate and appropriate as well as proportionate.

Competencies:

- A team player, building a high performance team and bold in ambition for the company.
- Ability to use initiative and willing to take ownership of work, with the drive to identify situations that may require investigation.
- Thinks creatively, able to deal with issues in unconventional ways and bring complexity to life.

- Identifies and makes urgent and important decisions with minimal support. Makes tough decisions with clarity and implement them quickly.
- Excellent relationship management and professional networking skills.
- Maintains composure even through the most difficult conversations or situations.
- Must be willing to travel, as the role is located in Gibraltar and is likely to require some travel to the UK.

Skills Knowledge & Experience

- Must have previous work experience leading or at a senior level in an insurance company risk management, compliance function, whilst previous experience in an underwriting/claims role or familiar with internal control, audit or governance would be useful.
- Maintain regulatory approval for appointed roles including in-depth experience of Solvency II and in particular Pillar 2.
- Excellent written and verbal communication skills, and the confidence to communicate effectively, and on a regular basis, with senior management and external stakeholders.
- Hold a relevant professional qualification and be educated to degree level.