



New work, new you



We're looking for a Senior Compliance Manager

Are you creative and enterprising? Are you looking for the freedom you need to flourish as a manager?

As our Senior Compliance Manager you will ensure that all activities and duties are carried out in full compliance with regulatory requirements, Enterprise Risk Management Framework requirements and internal Barclays Policies and Standards.

What you can expect at Barclays

- A competitive base salary + Bonuses
- Homeoffice (60%remote/40%onsite)
- A flexible budget to use at your discretion (payments to employee savings schemes and other solutions)
- Significant employer contributions into a company pension scheme
- Company sports and fitness activities at special rates
- Up to 8 free tickets per season for the Barclays Arena
- 30 days leave (for a 5-day week)
- 2 workdays available for community involvement, charity work or social outreach

Your part

- Responsible for overseeing and monitoring the Barclays Risk and Control Framework and ensuring compliance with all relevant Conduct and Reputation policies/standards and regulatory requirements
- Advise the Barclays business in the design and implementation of robust governance processes in alignment with local and group key stakeholders across the First and Second Line of Defence
- Oversee and monitor the design effectiveness and operation of controls, with focus on regulatory, Conduct and reputational requirements to manage key risks appropriately
- Advise and support the business in performing root cause analyses of control failures, incidents and complaints over risk appetite, including the identification of control gaps and the coordination of appropriate remedial actions
- Support the Head of Compliance in operating a “centre of excellence” for assessing and addressing all matters relating to FCA/PRA, CBI and BaFin rules/ regulatory codes (as applicable)
- Communicate regulatory change and Conduct principles in a clear, focused, logical and easy to follow manner, whether as business as usual or when contributing to special projects
- Drive solutions to ensure regulatory adherence and use analytical and conceptual skills, by taking the holistic business impact into consideration
- Build and develop effective working relationships with regulators and other external governance
- Advise and challenge the business in performing the annual Risk and Control Self-Assessment (RCSA) activities in alignment with applicable policies/standards and cross functional process and risk combinations

- Contribute to the Annual Compliance Plan, and review and rigorously monitor performance, at least quarterly, against objectives and priorities as defined in the plan
- Collaborate closely with other risk functions, business leads and other national and international stakeholders to create a culture of strong risk management
- Provide reporting at a high level, suitable for presentation to national and international executive management, reflective of activities performed by the Compliance function
- Acts as role model to bring to life the Barclays Values and the Barclays mindset for all colleagues within the business function, with a specific focus on Conduct and Reputational risk management

Skills and qualifications

- Relevant experience within a highly regulated environment along with a deep understanding of control, regulatory and risk issues, preferable within the Banking sector
- Ability to understand and assess complex scenarios and explain/communicate them in an easy way
- Advanced communication and presentation skills in written and verbal
- Clear understanding of effective governance processes
- Ability to analyse business processes and create insights of deriving business and regulatory risks
- In depth knowledge of risk management and measurement, and strong ability to translate those into an effective control framework that satisfies both internal and regulatory requirements
- Practical Risk Management experience and a good understanding of the risk framework and techniques (RCSAs, KRIs, KIs, Risk Events, Lessons Learnt, etc.)
- Detailed and comprehensive understanding of the risk framework with specific focus on Conduct and Reputation risks, such as Data privacy, Conflicts of Interest, Customer Engagement, etc.
- Ability to deliver through others as a leader to drive cultural change within the organisation
- Business fluent in English and German

Apply now

We're looking for colleagues who are bursting with new ideas and are also full of energy to put them into practice. If you're interested in joining our dynamic team and helping Barclays develop, we would love to meet you. Please send your application with all required documentation (CV, certificates & references). Please also indicate your expected salary, earliest possible start date and include the following reference number: 002/2023.

What Barclays is all about

People are at the heart of everything we do at Barclays — both our customers and our employees. Giving people the opportunity to realise their full potential is incredibly important to us. Each and every one of our employees helps shape and enrich our unique corporate culture. A creative and diverse team is precisely what makes our mission possible, which is to reinvent payments and finance and give people the freedom to live how they want. More than 1.5 million customers are already benefiting from our renowned credit cards, instalment loans and even our brand-new financing offer in partnership with Amazon. It's no surprise then that we're one of Germany's leading online banks with more than 750 colleagues in Hamburg.