|  |  |  |  |
| --- | --- | --- | --- |
| **Role title:** | Group Risk and Controls Manager | **Responsible to:** | Senior Group Risk Manager |
| **Division:** | Risk & Compliance | **Department:** | Risk & Compliance |
| **Direct Reports and Level:** | N/A | **Scope:** | Governance, risk, compliance and control frameworks across the MPS Group (MPS) |
| **Scale:** | N/A PeopleN/A BudgetN/A income |
| **Regulated Function(s) Held:** | No |
| **Evaluation Level** | Implement 2 | **Role Family** | Group Corporate functions |

|  |
| --- |
| **Overall Role Purpose** |
| The purpose of the role is to develop, implement and manage a robust MPS Controls Framework and Control Testing Plan to provide Line 2 assurance on the effectiveness of the risk control environment. The role will work closely with MPS business areas to establish and monitor the risks and controls within their areas and ensure requirements of the MPS Controls Framework are met whilst also improving organisational capability in risk controls. |

|  |  |
| --- | --- |
| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Operational** * Support the delivery and continuous development of the Group Risk Management Framework which will improve strategic and operational business decisions.
* Own the development and implementation of the MPS Control Framework and Control Testing Plan to improve the way controls are managed and reported across MPS.
* Provide challenge to Line 1 to ensure they appropriately implement control improvements through the Incidents Management Process
 | * Business areas risks and controls being actively reviewed and challenged
* Delivery of Control Framework and Testing Plan against plan
* Stakeholder feedback
 |
| **Financial*** Ensure that own business spend is managed within departmental budget and Group policy
* Provide challenge to risk owners to ensure they consider and demonstrate appropriate controls which will mitigate or minimise financial risk to the organisation
 | * Expenses and other costs managed within departmental budget and Group Policy
* Effective financial controls can be evidenced where appropriate
 |
| **Member*** Ensure that the MPS Control Framework and Control Testing Plan highlights where control improvements are needed or could lead to a failure to deliver appropriate and consistent outcomes for members
 | * Conduct Risk is being actively managed across MPS
 |
| **People*** Support the design and delivery of training for colleagues which embeds a positive culture and environment of advocacy of risk management and compliance and in particular a robust control environment
* Through effective stakeholder engagement, ensure Line 1 understands their responsibilities under the MPS Control Framework and Control Testing Plan.
* Develop training and Leadership Routines that improve the knowledge and understanding of effective controls and responsibilities of the MPS Control Framework and Control Testing Plan
 | * Fit for purpose risk training programme in place and being delivered
* Leadership compliance of Risk Management Leadership Routines
* Delivery of PDP vs plan
 |
| **Risk*** Role model the importance of robust risk management and compliance across MPS
* Implement and embed an effective MPS Control Framework which improves oversight and reporting of MPS risk controls.
* Oversee and challenge MPS systems and controls in respect of risk management, policy adherence and process compliance, including identifying opportunities to strengthen and improve control standards
* Ensure that the RCSA process is fully informed and aligned to the MPS Control Framework and Control Testing Plan, working with the Group Risk Business Partner and the Group Risk Manager - Finance to ensure accurate risk reporting.
 | * Robust MPS Control Framework in place and in operation
* Internal Audits
 |

|  |
| --- |
| **Responsibilities (RACI)** |
| * Support the design and maintenance of risk policies and procedures which meet business and legislative and/or regulatory requirements.
* Deputise for the Senior Group Risk Manager for assigned areas of responsibility.
* As the compliance and risk landscape continually changes, keep abreast of evolving legislation and best practice; identify and recommend opportunities for MPS to become more efficient and effective in risk management.
* Undertaking other duties and tasks that from time to time may be allocated to the role holder that are appropriate to the level or role.
 |

|  |
| --- |
| **Key Governance Responsibilities** |
| * Assist with the facilitation of reporting that will be utilised at the Executive and the Council.
 |

|  |  |
| --- | --- |
| **Leadership Framework Competencies** | **Level** |
| Fresh Thinking | Leading Self |
| Building Capability | Leading Self |
| Influencing Others | Leading Others |
| Collaborating for results | Leading Self |
| Leading Self and Others | Leading Others |
| Commercial and Risk | Leading Others |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * Qualification in risk management or associated qualification
 | * Ability to work with stakeholders to constructively challenge and influence.
* Ability to assess the effectiveness of controls
* Ability to have difficult conversations
* Ability to work on own initiative and drive forward business improvements
* Ability to quickly understand and interpret complex information
* Ability to develop and implement risk-based control testing plans
* Forward-looking and enterprise-wide risk management mindset and application skills
* Excellent risk report writing skills which deliver focussed, structured and accurate content and enable decision-making
 | * Risk management experience within the regulated financial services industry (preferably insurance).
* Detailed knowledge of enterprise risk management and its practical and proportionate application.
* Development of control testing plans
 |
| **Desirable** |  |  | * Experience of working to embed Risk Frameworks across an organisation
 |