ROLE PROFILE

MPS

Role title:	Group Risk Manager – Non-Financial Risk	Responsible to:	Executive Director - Risk and Compliance
Division:	Group Risk and Compliance	Department:	Group Risk and Compliance
Direct Reports and Level:	2 direct reports (Implement)	Scope:	Governance, risk and control frameworks across the MPS Group (MPS)
		Scale:	2 FTE
		Regulated Function(s) Held:	No
Evaluation Level	Guide 2	Role Family	Group Corporate Functions

Overall Role Purpose

The purpose of the role is to lead the fostering of a healthy risk and compliance culture across the MPS Group which supports the delivery of financial security of our membership fund and the long-term sustainability of the business. This requires the development, embedding and management of effective and appropriate risk management and control frameworks to ensure the business remains within agreed risk appetite as set by the Council and a requirement to provide second line assurance against non-financial risk across the Group. Working closely with the Executive and Leadership Team, this role ensure organisation risks are clearly understood and managed; develops good risk management practice across the leaders, and leads to ensure a strong, collegiate and inspired risk team.

Accountabilities (RACI)	Measures of Success/KPI's
Operational Leadership • Provide leadership across the Group Risk and Compliance Division to develop and deliver on the overall corporate strategy, business and financial performance; role model the leadership behaviours that reinforce the desired culture and delivery of strategic priorities. • Continuously develop and implement an appropriate Risk and Compliance strategy and robust second line operating model (based on three lines) and controls • Lead the Risk team to design, implement and embed Risk Management routines which will provide consistency and drive high performance in the way risk is managed across the organisation. Ensure compliance of routines is monitored and acted upon as necessary.	• Risk Management Framework in place and being actively managed • Delivery of Risk Management strategy vs plan • Council and Executive feedback • Risk Management Culture measures
Financial • Support the Divisional setting and delivery of operational budgets ensuring an efficient and effective operating model which minimises cost and maximises financial sustainability without compromising the member experience • Protect the financial security of the membership fund by leading on the approach to a robust risk management framework which will identify current and potential risks and issues which may indirectly impact the financial sustainability of the organisation.	• R&C operational budget vs plan • Deliver risk operational MI Vs Plan • Risk metrics and reporting produced to standard by SLA •

Date Developed: October 2019
Date of last review: January 2023
Date of next review: Q4 2023

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• Oversee the development, delivery and ongoing management of the risk and solvency assessment process, so MPS can better understand the effects of decisions on its financial position.	
Member • Monitor for and provide robust challenge of emerging risks and issues arising from business activities which fail to deliver appropriate and consistent outcomes for members or are likely to have a material adverse effect on the Group, its operation or financial security • Provide Risk Management advice and support to the business to protect MPS, its members and colleagues.	• Internal Audit findings • External Audit findings • Compliance monitoring findings • Culture Dashboard • Conduct Risk KRIs
People • Lead the training, competence, performance and engagement of Group Risk and Compliance divisional colleagues, providing clarity on accountabilities and ensuring compliance with all governance, policy standards and processes. • Build capability in the first line to assess risks, control implementation and incident management. • Build a strong pipeline of talent and succession across Risk and Compliance for the benefit of MPS which will mitigate workforce planning risks and maximises the performance and potential of colleagues. • Lead on the approach to educating and upskilling leaders across the organisation on risk management, building understanding on its importance and holding leaders to account for poor risk management performance. • Lead on the performance and development of the Group Risk team to be an effective Line 2 function that appropriately challenges the business on risk management which can be evidenced through robust controls. • Lead on promoting a more inclusive environment, which aligns with our commitment to celebrate and promote diversity.	• GR&C Engagement Index Vs MPS • GR&C Leadership Index Vs MPS • GR&C Inclusion Index vs MPX • Strong Talent and Succession Plans • People Metrics – attrition, absence • Compliance with leadership routines • Compliance with Training and Competence Schemes
Risk • Lead the creation of an environment where all colleagues recognise the importance of risk identification and management • Lead the design, continuous improvement and implementation of an effective risk, compliance and control framework that support effective risk management across the MPS, comprises agreed risk appetite, policies, three lines, risk oversight, risk and compliance assessment, measurement, reporting, monitoring and assurance. • Ensure that all aspects of non-financial risk management are forward looking and contribute towards strategically minded decision making.	• Audit Actions (2rd & 3rd Line) • Culture Dashboard • Breach & Incident MI • KRIs • Reputation with regulators • Reputation with Lloyd's partners

Responsibilities (RACI)
• Provide hands on support to ensure deliverables arising from the MPS transformation programmes provide for a robust risk management environment and meets regulatory expectations and requirements. • Through a regulatory lens provide input and/or advice on organisational design, policies, processes e.g. recruitment; fit & proper requirements; training and competency arrangements; financial promotions processes; product governance arrangements; sales and distribution processes; financial crime

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- 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.
- Continuously champion the compliance and risk management agenda across the Organisation.
- 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

- People and Culture Committee (Member)

Leadership Framework Competencies	Level
Fresh Thinking	Leading Organisation
Building Capability in Self and Others	Leading Others
Influencing Others	Leading Others
Collaborating for Results	Leading Others
Leading Self and Others	Leading Others
Commercial and Risk Thinking	Leading Organisation

	Knowledge and Qualifications	Skills	Experience
Essential	• Strong knowledge of risk management principles and methodologies	• Experience in policy writing and framework development • Ability to work with stakeholders at all levels to constructively input and challenge where appropriate. • Ability to find solutions that will work with Business stakeholders. • Demonstrate thought leadership in risk. • Ability to take a forward-looking perspective. • Able to understand and translate complex information from across the organisation	• Experience as a leader, driving change and improvement • Risk and Compliance experience within the regulated insurance industry • Detailed knowledge of the FCAIPRA rulebooks and their practical and proportionate application. • Good understanding of the Lloyds Principles for Business
Desirable	• Qualification in compliance or risk management or associated qualification would be beneficial. • CII Qualified		• Appreciation of Healthcare both in the UK and internationally to understand the changing nature of these markets.