

# Talent proposition

March 2025

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# Areas of expertise

## Financial Crime prevention

The most numerous talent pool with qualified employees who are skilled and equipped with needed tools to design and perform AML processes.

## Finance

Highly professional team that ensures robust financial health, strategic planning and regulatory compliance to enhance operational efficiency and secure financial stability.

## Data & Analytics

Acting as trusted advisors, the team leverages advanced data modelling and cutting-age analytics do drive strategic decision-making and proactively manage business performance.

## Technology & Security

Area which gathers extremely talented IT & Security engineers and skilled specialists. Tasks of the team include infrastructure and application lifecycles in conformance with the specified requirements of the Bank and in compliance to Security Policy.

## Risk

Our experts enable effective risk management for the Bank and promote purpose-led intelligent risk-taking culture.

## Change Management

With a current focus on innovation and future readiness experts in this area offer end to end support in driving change: from identifying and implementing solutions to assuring their security.



**Within all these areas of expertise there we run research and development (R&D) projects delivering innovative business solutions and tax benefits**

# Zoom at **Financial Crime**

Area specialising in Financial Crime prevention has more than 900 qualified, experienced and recognised on the market employees design and perform robust AML processes.

## **Customer Due Diligence**

With a solid AML knowledge our experts are proficiently prepared to build a complete customer profile by performing Know Your Client and Customer Due Diligence processes, transactions analysis, adverse press monitoring, source of wealth analysis, processing of Publicly Exposed Persons and executing Exit. Through continuous training, maintaining up-to-date industry knowledge, adhering to changing regulatory environment and utilizing latest technology, CDD teams support a strong controls framework to protect our customers and the organisation from money laundering and terrorist financing risks.

## **Transactions Monitoring**

One of the newest areas of expertise within the Financial Crime Hub is Transaction Monitoring Team which is responsible for investigating suspicious activity or customer behaviour that could suggest money laundering or terrorist financing and reporting to the National Crime Agency (NCA) on behalf of the Nominated Officer across all brands in the UK & Ireland. Team's investigations may also be used to support exit from the Bank for the customer where appropriate.

## **CDD Design & Delivery**

Huge AML expertise and good understanding of technology governance enabled us to create outstanding team of experts which is responsible for design of CDD processes and tools in our organisation. Their main aim is to analyse, assess and deliver projects and change initiatives. The unit combines expertise, precision, and innovation to ensure the highest standards of services .



**Analyst**



**Quality Control**



**Quality Assurance**



**SME**



**PO/BA**



**2024 ICA Award** for Financial Crime Prevention Team and Leader



**Fight Fin Crime Forum** – event organised since 2020 mobilising industry experts from across the market to discuss market trends.



2 years of running classes on **Łazarski University**



**35 languages** spoken out of which the most popular are German, Russian, Spanish, French and Italian



# Zoom at **Finance**

Finance professionals are eager to support businesses and create value in the digital economy. Key areas of expertise:

## **Financial Control**

- Ownership of Financial Reporting and Control requirements to ensure the delivery of comprehensive financial reports and disclosures to external markets and regulators.
- Production of analytical review and identification of key drivers of the profit & loss and balance sheet.
- Constantly reviewing current reporting requirements, implementing improvements and control optimisation where appropriate.

## **Valuation & Product Control**

- Daily trade validation and integrity control, calculation and reporting of profit & loss and balance sheet statements for respective trading desks.
- Profit Attribution analysis – analytical review and revenue drivers' analysis; sensitivity analysis, commentaries.
- Independent price verification.
- Close liaison with the Front Office, Market Risk, IT and operational teams to ensure the prompt and efficient resolution of queries and providing of other ad-hoc business support.
- Data integrity and systems reconciliation.

## **Financial Planning & Analysis**

- Preparation of comprehensive Management Information, budget and forecast reporting for the Board, CFO, Treasurer and Front Office;
- Completion of deep-dive analysis to understand the drivers behind the business performance across a range of metrics relating to: income, costs, balance sheet, leverage exposure, capital (risk-weighted assets);
- Design and creation of automated reporting solutions using business intelligence tools.

 Financial Controller

 Product Controller

 Valuation Controller

 FP&A / BI Analyst

 Data & Business Analyst in Finance Change

 Project Manager in Finance Change



# Zoom at **Data & Analytics**

## Data Analytics & Insights

Data teams focus on delivering the data agenda for the organisation, including projects related to bank's General Ledger, data warehouses, Business Intelligence and customer decision systems. The variety of tasks involves ETL processes as well as providing insights. These diverse projects combine analytical skills, technical expertise with business acumen.

## Advanced Analytics & AI

Due to undoubtedly meaningful transformation of data science which is a result of AI development, our colleagues also demonstrate expertise in this area. They build and train machine learning models and integrate AI models into business workflows or software applications. Continuous monitoring of the performance of deployed AI models let us ensure that they remain accurate and refine them if needed.

## Statistical Modelling

The main objective of the Scenario Modelling data science team is to build and run statistical / econometric models in order to project the bank's balance sheet and income stream. The projections can be run against any macroeconomic scenario ranging from Base, Stress and ah-hoc assumptions.



Employees awarded as TOP 100 Women in Data Science



Speakers on Big Data Technology Warsaw Summit, ABSL, Women in Tech Summit



Driving data analysis initiatives for Future Finance Poland



IT Project Management lectures on Kozminski University



Data Analyst



Data Engineer



Data Scientist



Technical Specialist



# Zoom at Risk

Colleagues involved in Risk Management activities support managing capital, market, model, operational or financial crime risks. As the second line of defence, our experts design and maintain risk management frameworks and ensure that risks are identified on time, accurately assessed, closely monitored, mitigated within risk appetite, and adequately reported.

Our specialists provide Risk Oversight with relevant expertise, constructive challenge, approvals and reporting on risk-taking activities, ensuring these are within the constraints of the framework, policies, risk appetite statements and measures.

Our specialists hold respective professional and academic qualifications, including PhD, CFA, FRM, ACCA, CISSP, CQF, MLI, ERP, Lean Six Sigma, Market Risk Accreditation', Operational Risk Accreditation.



**Talent pool: > 50**

Split per experience

Professional (2 – 5 years): 5%

Expert (5+ years): 95%

**Availability:** end of Q3 2025 & Q1 2026

- Financial Crime Oversight
- Market risk
- Operational risk
- Funding and Liquidity
- Quants Risk Modelling & Model Risk Validation
- Credit Risk - Retail Credit Strategy



# Zoom at Change Management

## Project Management

From feasibility study to benefits validation the team manages E2E delivery of various types of projects including Business transformations, business process migrations, process optimisation, technology implementations, property projects, RPA.

Agile and waterfall methodologies are applied according to initiative specifics.

## Portfolio Management

Team designs and maintains best standards of portfolio management including:

- Prospective projects analysis and prioritization
- Project assurance in line with Idea to Value
- Portfolio dependencies and risk management
- Portfolio analytics

## Business Analysis

Team ensures in-depth analytical support for entire portfolio of initiatives in both pre and project phase supporting decision making process and solution delivery, through:

- Options analysis and feasibility studies
- Problem statements definition & requirements engineering;
- Business solution design



Business Analyst



Portfolio Management Officer



Project Manager



Scrum Master





# Zoom at **Technology & Security**

## Infrastructure

An Infrastructure Engineers ensure IT systems run smoothly and securely. They manage hardware, software, automation, and cybersecurity. They also leverage cloud platforms like AWS, Azure, or Google Cloud for scalability and efficiency.

## Software development & Maintenance

Design, development, integration, supervision, technical testing and documentation of new applications in conformance with the specified requirements of the Bank – this is what the team does. Numerous applications developed by the team have become globally used tools and an alternative to licenced market solutions. Application maintenance is supported through DevOps Tools and methodology. We have a team of Java, .Net, Python engineers supported with IT BA, QA and manual testers.

## Security

The Team covers Oversight, Consultancy, Assessment and Engineering services. By helping to design and implement secure solutions, they protect their Colleagues & Customers from current threats and fraud, providing the following:

- Security Architecture
- Cyber Defence & Security
- Security Intelligence & Testing
- Security & Information Governance



Software Engineer



Security Specialist



Perimeter Security



Application Support Engineer



Infrastructure Engineer



Organisers of prestigious Educational Programme for kids – **Cyber at School**



Speakers on **ABSL and Women in Tech Summit**



Awarded in **Fair to Woman** contest for equal treatment and creation best working conditions for women



Organisers of **Hack@Nat** – the Hackathon Programme & Acceleration Journey



# Our experts **key capabilities**

All our experts share common values and soft skillset:

- Excellent written and spoken **communication** skills
- Interpersonal skills to effectively interact with internal and external **stakeholders** at all levels
- Ability to work as part of a **team**, develop, coach and manage others and meet business objectives
- Experience of delivering **change** in a financial services environment
- Strong analytical and **problem-solving** abilities to identify issues and implement effective solutions.

All our experts possess knowledge and technical skills:

- Familiarity and understanding of the **financial** services industry and its customers
- Knowledge of **banking** products, processes and banking systems
- 81% with Master's **degree** or higher education
- Proficiency in written and spoken **English**
- Advanced experience in Microsoft **Office** applications

Inclusive

**Inclusive**

**Curious**

**Robust**

**Sustainable**

**Ambitious**

## Financial Crime

Financial Crime Analyst

Financial Crime Quality Control Analyst

Financial Crime Quality Assurance Specialist

Financial Crime Subject Matter Expert

Product Owner/  
Business Analyst

## Finance

Financial Controller

Product Controller

Valuation Controller

FP&A / BI Analyst

Data & Business Analyst  
in Finance Change

Project Manager  
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## Data & Analytics

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Software Engineer

Security Specialist

Perimeter Security

Application Support Engineer

Infrastructure Engineer

## Change Management

Business Analyst

Project Management Officer

Project Manager

Scrum Master

Inclusive

# **Zoom at Financial Crime prevention roles**



# Zoom at: **Financial Crime Analyst**

## **Role overview:**

Completion of comprehensive Customer Due Diligence, Transaction Monitoring alert reviews and Customer outreach.



### **Expertise:**

- Know Your Customer
- Customer Due Diligence
- Customer Journey
- Transaction Monitoring and Analysis
- Adverse press monitoring
- Publicly Exposed Persons processing
- Customer Exit processing
- Customer outreach



### **Education and certification:**

Commonly certified with **ACAMS, ICA Advanced or ICA Diploma**



### **Role specific knowledge & skills:**

- Ability to adhere to internal policies and regulatory requirements.
- Familiarity with Financial Crime concepts and international regulatory requirements.
- Analytical skills and attention to detail.



### **Talent pool: c. 600**

Mostly Pro and Experts

### **Availability:**

phased across 2024 and 2025



## Zoom at:

# Financial Crime Analyst

### Responsibilities/tasks:

- Cooperation with a wide range of internal and frontline teams to build a complete customer profile through Onboarding, Event Driven and Periodic Reviews by performing Know Your Client and Customer Due Diligence processes, transactions analysis, adverse press monitoring, source of wealth analysis, processing of Publicly Exposed Persons and executing Exit.
- Through training, maintaining up-to-date industry knowledge, adhering to changing regulatory environment and utilizing latest technology, Customer Due Diligence and Transaction Monitoring teams support a strong controls framework to protect Bank's customers and the organisation from money laundering and terrorist financing risks.
- Progress Defence Against Money Laundering requests (as a part of the Transaction Monitoring team), which provide a legal defence when Bank intend to move funds that it suspect are the proceeds of crime (exit the customer or to comply with a customer request).
- Respond to queries from customers or stakeholders promptly within agreed timelines.

### Examples of project experience:

Financial Crime Analysts provide comprehensive KYC and CDD reviews throughout customer journey from Onboarding through Event Driven and Periodic Reviews to Exit. Due to changes in the processes or systems, the Analysts are also experienced in projects regarding migration and swift changes.

### Technical skillset:

Knowledge of Anti-Money Laundering and Counter Terrorist Financing concepts.

### Capabilities/Soft Skills:

- Attention to detail.
- Maintaining ongoing relationships with key clients.



# Zoom at: Financial Crime Quality Control Analyst

## Role overview:

Quality check of comprehensive Customer Due Diligence, Transaction Monitoring alert reviews and Quality Assurance finding discussions.



### Expertise:

- Financial Crime Analyst experience
- Internal Policy & procedures adherence assurance
- QA findings challenging
- Compliance with regulatory requirements Assurance
- Customer review Quality Checks and sign-off



### Education and certification:

Commonly certified with **ACAMS, ICA Advanced or ICA Diploma**



### Role specific knowledge & skills:

- Deep knowledge of internal policies and procedures.
- Familiarity with Financial Crime concepts and international regulatory requirements.
- Excellent analytical and problem-solving skills.



### Talent pool: c. 200

Mostly Pro and Experts

### Availability:

phased across 2024 and 2025





## Zoom at:

# Financial Crime Quality Control Analyst

### Responsibilities/tasks:

- Cooperation with a wide range of internal and frontline teams to support building a complete customer profile through Onboarding, Event Driven and Periodic Reviews by performing Know Your Client and Customer Due Diligence processes, transactions analysis, adverse press monitoring, source of wealth analysis, processing of Publicly Exposed Persons and executing Exit.
- Employees in this role also support Financial Crime Analysts with training, coaching, shadowing, business presentations and other ways of passing knowledge over the process.
- Quality Checkers are responsible for making sure that the reviews completed by Financial Crime Analysts are compliant with local procedure and internal policy. This function closely cooperates with both Analysts and SMEs to provide best results, challenge procedures when required and discuss findings when applicable.

### Examples of project experience:

- Quality Checking staff is responsible for identification and escalation of recurring findings to minimize errors, correct procedures and maintain high level of quality.
- Financial Crime Quality Control Analysts are experienced in challenging Quality Assurance findings against internal policy and procedures.
- This role also closely cooperates with Subject Matter Experts in terms of procedure changes, communication of guidance for Analysts, and any significant process updates.

### Technical skillset:

- Deep knowledge of internal policies and procedures.
- Familiarity with Financial Crime concepts and international regulatory requirements.
- Commonly certificated in Anti-Money Laundering (ICA Advanced, Diploma, and/or Correspondent Banking; ACAMS).

### Capabilities/Soft Skills:

- Experience of influencing other and maintaining ongoing relationships with key clients.
- Ability to identify and resolve issues with minimum supervision.



# Zoom at: **Financial Crime Quality Assurance Specialist**

## Role overview:

Quality assurance of comprehensive Customer Due Diligence, Transaction Monitoring, Exit alerts reviews and conducting Quality Assurance discussions.



### Expertise:

- Financial Crime QA experience
- Internal policies & procedures adherence
- QA findings identification
- Compliance with regulatory requirements
- Evaluation of the adequacy of controls to identify any potential risks to the business



### Average years of experience:

70% of Specialists have 5+ years of experience in Anti Money Laundering and Counter Terrorist Financing.

Commonly certified with **ICA Advanced or ICA Diploma.**

### Role specific knowledge & skills:



- Deep knowledge of internal policies, regulations and procedures.
- Wide experience in Stakeholder management across multiple functions.
- Excellent analytical and problem-solving skills.
- Understanding of risk assessment and scenario analysis methodologies.
- Holistic risk based approach



### Talent pool: c 40

Mostly experts

**Availability: end of Q2 2025**



# Zoom at: **Financial Crime Quality Assurance Specialist**

## Responsibilities/tasks:

- Reviewing the work of Operations and Quality Control (QC) to ensure compliance with policies and regulations. This includes assessing cases using test scripts and a holistic, risk-based approach. By leveraging extensive knowledge in Financial Crime Prevention, Anti-Money Laundering, Sanctions, and NatWest policies and procedures, as well as customer-specific regulations, QA provide expertise and feedback. The goal is to ensure that processes meet the expected standards, aligning with policy requirements, financial crime risks and risk appetite levels.
- Contribute to the development of guidance notes and training material and content, up-skilling the broader first line of defence function and businesses.
- Build and maintain trusted working partnerships across the organisation and franchises to inform and gather intelligence on emerging and future risks and controls.

## Examples of project experience:

- Quality Assurance staff is responsible for identification and escalation of process gaps and recurring findings to minimise errors, impose correct procedures and maintain high level of quality.
- QA Specialists are experienced in identifying areas and proposing steps for improvement leading to increased efficiency and effectiveness of the processes.
- This role also requires close cooperation with various areas of the Bank, to help achieving One Bank standards, in order to keep consistency and similar levels of requirements between different Customers and products within processes.

## Technical skillset:

- Familiarity with Financial Crime concepts and international regulatory requirements.
- Commonly certificated in Anti-Money Laundering (ICA Advanced, Diploma, and/or Correspondent Banking).
- Proficiency in data management and MI delivery.

## Capabilities/Soft Skills:

- Experience in influencing others and maintaining ongoing relationships with customers/stakeholders.
- Ability to identify and resolve issues with minimum supervision.
- Excellent communications and change ready skills.
- Ability to work in fast pace environment.
- Deep knowledge of internal policies and procedures.



# Zoom at: **Financial Crime Subject Matter Expert**

## **Role overview:**

Acting as process expert to support of relevant department in queries, data analysis, risk issues raising and problem solving. Specialised in process design ensuring compliance and efficiency of Financial Crime prevention.



### **Expertise:**

- Financial crime analysis & quality control
- Decision support, MI reporting
- Escalation, risk issue raising
- Liaising with variety of Bank's divisions
- Process & system design and revision
- Product and system ownership
- Product management
- Project involvement and management



### **Education and certification:**

Commonly certified with **ACAMS, ICA Advanced or ICA Diploma**



### **Role specific knowledge & skills:**

- Deep understanding of internal policies and regulatory requirements.
- Excellent knowledge of financial crime concepts and international regulatory requirements.
- Strong problem solving skills.
- Outstanding data literacy



### **Talent pool: c. 100**

Mostly Experts (5+ years of experience)

### **Availability:**

phased across 2024 and 2025



# Zoom at: **Financial Crime Subject Matter Expert**

## Responsibilities/tasks:

- Cooperation with a wide range of internal and frontline teams to support building a complete customer profile through Onboarding, Event Driven and Periodic Reviews by performing Know Your Client and Customer Due Diligence processes, transactions analysis, adverse press monitoring, source of wealth analysis, processing of Publicly Exposed Persons and executing Exit.
- Due to flexibility of the role, Financial Crime Specialists are versatile and able in all parts of their relevant processes allowing them to create, amend, escalate, and raise risks and changes around internal procedures, AML Policy, queries from CDD Analysts and much more ad-hoc tasks as required by Business and Management Team.
- Employees in this role are also responsible for training, coaching, shadowing, business presentations and other ways of passing knowledge over the process.
- Subject Matter Experts (SMEs) are also responsible for day-to-day assistance as decision support and overall process related queries for Financial Crime Analysts, Business, Compliance and Management Team.

## Examples of project experience:

SMEs support decision making, escalation process, procedure changes, policy interpretation and raising of issues and process change requests.

SMEs are the first point of contact for the purpose of Change driven projects such as system migration, process change, policy amendment etc.

## Technical skillset:

- Deep knowledge of internal policies and procedures.
- Familiarity with Financial Crime concepts and international regulatory requirements.
- Commonly certificated in Anti-Money Laundering (ICA Advanced, Diploma, and/or Correspondent Banking; ACAMS).

## Capabilities/Soft Skills:

- Influencing other and maintaining ongoing relationships with key clients.
- Planning and organisational capabilities.
- Ability to identify and resolve issues without supervision.



# Zoom at: Product Owner / Business Analyst

## Role overview:

Product Owners and Business Analysts focus on designing Fin Crime Prevention architecture and processes in alignment with organisation's vision and goals. They work on defining the product's features, scope and functionalities, representing end-user and customer to the development team.



### Expertise:

- Background in Financial Crime Prevention
- Practical knowledge of Agile and Scrum practices in SAFe framework
- Exposure to leading market trends in Fin Crime Prevention, incl. Implementation of Perpetual KYC model, Entity Resolution networks, PEGA Workflow solutions et al.
- Implementation of end user developed automations



### Role specific knowledge & skills:

- Stakeholder management
- Backlog refinement and prioritization
- Requirements elicitation and production of design documentation (BRD, user stories et al.)
- Data analysis
- Problem-solving and creative design thinking
- Practical knowledge of Agile, incl. Scrum ceremonies participation and facilitation, use of JIRA and Confluence
- Practical knowledge of VBA and Python based automations



### Average years of experience:

80% of staff have 5+ years of experience in Anti Money Laundering and Counter Terrorist Financing

50% of Staff have 5+ years of experience in Change Management

Commonly certified with ICA Advanced or ICA Diploma, APMG AgileBA, SAFe POPM 6.0, Prince2



### Talent pool: c.20

Mostly experts

Availability: Q2-Q3 2024 (ca. 20 employees)



# Zoom at: Product Owner / Business Analyst

## • Responsibilities/tasks:

- Cooperation with a wide range of internal and external stakeholders, both business and technical
- Requirements elicitation and documentation of those in formal design artefacts such as BRD and user stories
- Undertaking ad-hoc data interrogation and analysis to support decision-making and design processes
- Backlog refinement and prioritization
- Project progress tracking and reporting
- Supporting test scoping, preparation, execution and acceptance

## Examples of project experience:

Design and ongoing development and maintenance of CDD In-Life Monitoring solution (incl. Customer Exit process),  
Transition of processes between teams and locations with track record of standing-up operational teams and processes from the ground up.

## Technical skillset:

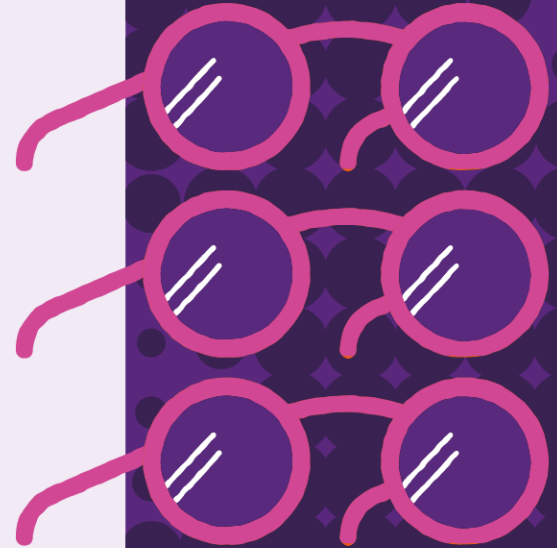
- Knowledge of internal policies and procedures
- Familiarity with Financial Crime concepts and international regulatory requirements
- Application of Agile methodologies and Business Analysis best practices
- Knowledge of technical solutions used to manage Fin Crime architecture (big data, CRM workflows, rule based decisioning engines)

## Capabilities/Soft Skills:

- Influencing and negotiating requirements as well as collaboration with wide variety of stakeholders (business and technical)
- Project management and software development lifecycle supervision
- Great degree of seniority and independence



# Zoom at Finance roles





# Zoom at:

# Financial Controller\*

## Role overview:

Undertake end-to-end financial control activity to support statutory, regulatory and managerial financial reporting, and to comply with relevant accounting policies and regulatory requirements.

## Expertise:



- Monthly ledger control activities to support Group financial statements preparation, including data reconciliations, analysis, issue investigations and journal postings.
- Ensuring adequacy and effectiveness of the business controls to comply with relevant accounting policies and regulatory requirements.
- Liquidity risk reporting



## Role specific knowledge & skills:

- Knowledge of international financial reporting standards and accounting principles.
- Proficiency in financial analysis and interpretation of financial statements.
- Experience of investigating and resolving issues with cross-business impact.
- Proficiency in financial management software and enterprise resource planning (ERP) systems.



**Education:** bachelor's or master's degree in Finance, Accounting, Business Administration, or related field.

**Certification:** professional financial and accounting qualification such as **CFA, ACCA, CIMA** etc.



## Talent Pool: c. 100

Split per experience: mostly Professionals (2 -5 years of experience)

Availability:  
phased across 2024 and 2025



# Zoom at:

# Financial Controller

Group Financial Reporting and Control, Finance transaction control

## Responsibilities / tasks:

- Undertake reconciliations, ledger data analyses and various control activities to support core financial control delivery and reporting outputs, including ledger close, balance sheet substantiation.
- Conduct month-end accounting, such as journals preparation.
- Create inputs to statutory, regulatory and managerial reporting.
- Investigate process or system issues, work proactively with all internal and external stakeholders to resolve any issues around the process performed.
- Support in the resolution of all non-standard queries around processes performed, responding to regulators, internal and external audit.
- Support change initiatives, process improvements and simplifications, support system implementations.
- Review and analysis of liquidity risk reporting metrics (e.g., LCR, NSFR, PRA110, ILAAP).

## Technical skillset:

- Knowledge of international financial reporting standards, Basel regulations and accounting principles,
- Proficiency in financial analysis and interpretation of financial statements.
- Experience of investigating and resolving issues with cross-business impact.
- Proficiency in financial management software and enterprise resource planning (ERP) systems.
- Strong technical skills and computer literacy (advanced user level of MS Excel and MS Access, knowledge of VBA and SQL at minimum beginner level).
- In-depth understanding of stress testing end-to-end cycles.

## Capabilities / Soft skills:

- Attention to detail and accuracy in financial reporting and analysis.
- Ability to prioritise workloads in a pressured environment.
- Strong analytical and problem-solving abilities to identify issues and implement effective solutions.
- The ability to identify and resolve issues with minimum supervision.



# Zoom at: **Product Controller**

## Role overview:

Undertake complex financial and accounting issues, ensure the accuracy and completeness of the trade bookings, perform reporting and analysis of revenue and balance sheet for specific business or banking product.



### Expertise:

- Oversee the calculations of statements and other financial reporting in line with business requirements.
- Ensure the sign-off of daily and monthly profit and loss by traders, complete daily, weekly, monthly and ad-hoc reporting and analysis, covering mainly revenue but also balance sheet.



**Education:** bachelor's or master's degree in Finance, Accounting, Business Administration, or related field.

**Certification:** professional financial and accounting qualification such as **CFA, ACCA, CIMA** etc.



### Role specific knowledge & skills:

- An understanding of general financial control concepts and requirements.
- Knowledge of international financial reporting standards and accounting principles.
- An understanding of the front to back setup within investment banking, including systems, processes and functions.



**Talent Pool:** c. 50

Split per experience: mostly Professional

**Availability:** in 2025



# Zoom at: **Product Controller**

Group Financial Reporting and Control, Finance transaction control

## Responsibilities / tasks:

- Oversee the calculations of statements and other financial reporting in line with business requirements.
- Ensure the sign-off of daily and monthly profit and loss by traders, complete daily, weekly, monthly and ad-hoc reporting and analysis, covering mainly revenue but also balance sheet.
- Cooperation with Financial Control, Market Risk, Front office (Trading), Middle Office and Operations.
- Investigate process or system issues, work proactively with all internal and external stakeholders to resolve any issues around the process performed.
- Maintain standard controls at an exemplary level, including making sure that reporting is complete on a timely and accurate basis and that issues are flagged and fully explained to Finance management.
- Support in the resolution of all non-standard queries around processes performed, responding to regulators, internal and external audit.
- Ensure the accuracy and completeness of all results and submissions.
- Identify improvements in processes to obtain efficiencies and improve key controls, drive forward the product control and Finance change agenda.
- Build and develop a proactive approach to customer engagement, establishing and sustaining effective service levels and managing delivery to these agreements.

## Technical skillset:

- An understanding of general financial control concepts and requirements.
- Knowledge of international financial reporting standards and accounting principles.
- An understanding of the front to back setup within investment banking, including systems, processes and functions.
- Experience of investigating and resolving issues with cross-business impact.
- Strong technical skills and computer literacy (advanced user level of MS Excel and MS Access, knowledge of VBA and SQL at minimum beginner level).

## Capabilities / Soft skills:

- The ability to break down complex problems into their core components.
- The ability to identify and resolve issues with minimum supervision.
- Attention to detail and the ability to prioritise workloads in a pressured environment.
- Strong analytical and problem-solving abilities to identify issues and implement effective solutions.
- Experience of influencing other and maintaining ongoing relationships with key clients.



# Zoom at: Valuation Control

## Role overview:

Undertake valuation for all financial instruments, Bid-Offer reserving and other financial reporting, propose changes to valuation methodologies, prepare detailed reports summarising valuation control figures ahead of their submission to the PRA on a quarterly basis.



## Expertise:

- Non-linear and linear Rates (cash bonds, repos, swaps, options, inflation and interest rate derivatives), FX products as well as Financing and Treasury;
- Verifying the fair value of financial instruments, calculating Prudent Value (PruVal) and Additional Value Adjustments (AVA) as well as bid-offer reserves, preparation of Fair Value Disclosures;
- Reviewing, enhancing and testing group valuation control systems;
- Preparing governance committee packs for Valuation Control figures. Interactions with internal and external auditors and regulators (PRA, ECB).



## Role specific knowledge & skills:

- Understanding of complex financial instruments and derivatives.
- Good numeracy and problem-solving skills.



**Education:** bachelor's or master's degree in Finance, Accounting, Business Administration, or related field.

**Certification:** professional financial and accounting qualification such as **CFA, FRM, ACCA or CIMA** etc.



## Talent Pool: >40

Split per experience: mostly experts

## Availability:

phased across 2024 and 2025



# Zoom at: Valuation Control

## Group Financial Reporting and Control, Valuation Control

### Responsibilities / tasks:

Front-to-back Valuation Control across all aspects and asset classes, including:

- Balance Sheet Levelling;
- Daily and monthly IPV production spanning New York, London, Amsterdam and Singapore trading portfolios;
- Reserving (bid-offer, day1, model and xVA);
- Ensuring Prudential Valuation accuracy;
- Cooperation with Product Control, Financial Control, Model Risk, Market Risk, Trading, Sales, Middle Office and Collateral Operations;
- Daily P&L review to identify and explain Significant Trading Activities including collateral breaks;
- Approving new products, exceptional trades and system initiatives sign-offs;
- Methodology development for reserving, Prudential Valuation and IPV;
- Ensuring clarity and precision in delivering PRA regulatory requirements and preparing for ECB asset quality review inspection;
- System completeness and integrity verification;

**Examples of project experience:** building supervisory and governance frameworks, automation of daily and monthly IPV production, automation of market data submissions returns/snapshots and model calibration, automation of PruVal scenarios generation, building of reserving methodologies for second order Vega and inflation seasonality, initiating and delivering B-O Reserving updates, preparation for ECB Asset Quality Review, setup consensus service backtesting methodology following PRA request, initiating consensus RPI reform survey and leading industry wide discussions.

### Technical skillset:

- Knowledge of international financial reporting standards and accounting principles.
- Understanding of complex financial instruments and derivatives.
- Good numeracy and problem-solving skills.
- Strong technical/programming skills and computer literacy

- Responding to both internal and external audit queries;
- Ensuring compliance with external disclosure requirements;
- Leading change management initiatives for Valuation Control department, including IT coordination and system improvements;
- Market Risk support (exceptional events);
- Horizon scanning and navigating market/regulatory challenges (e.g. Libor cessation, FRTB, 2030 RPI reform, inflation shocks, COVID crisis);
- Conducting stress testing for reserves and PruVal;
- Model validation: responding to internal model valuation queries and executing model risk management for Valuation Control models;
- Supervisory controls over team activities including building robust control framework;
- Supporting communication with regulators and assisting CFO in decision-making related to valuation of bank transactions.

### Capabilities / Soft skills:

- Excellent analytical and problem-solving skills.
- Ability to identify and resolve issues with minimum supervision and prioritise workloads in a pressured environment.
- Good stakeholder management skills, including building and influencing relationships.



# Zoom at: **FP&A / BI Analyst\***

## Role overview:

Planning of core strategic and financial processes such as the annual budget, monthly forecasting, quarterly external reporting and other external investor requirements. Supporting customers and strategic finance partners to identify and define opportunities for income improvement, cost efficiencies and effective deployment of capital; provide MI to drive executive financial and commercial discussions.



## Expertise:

- Budgeting process, including preparation, review, and finalization of annual budgets, monitoring budget performance against financial KPIs and providing regular updates to management with variance analysis and recommendations.
- Financial forecasting processes - developing models to support business planning and strategic initiatives.
- Commenting on data movements and the future outlook along with revenue & costs forecasts.
- Provide scenario analysis incl. risks and opportunities.



**Education:** bachelor's or master's degree in Finance, Accounting, Business Administration, or related field.

**Certification:** professional financial and accounting qualification such as **CFA, ACCA, CIMA** etc.



## Role specific knowledge & skills:

- An understanding of general financial control concepts and requirements.
- Knowledge of budgeting, forecasting and modelling.
- Good commercial acumen and understanding business performance drivers



## Talent Pool: >70

Split per experience: mostly Experts

**Availability:** 2025



# Zoom at: **FP&A / BI Analyst**

Business Intelligence / Finance Partnering / FP&A

## Responsibilities / tasks:

- Deliver relevant, consistent, timely and business focused MI, specifically helping create funding, liquidity forecasts and budgets, actively support business partners and senior business partners with the provision of insightful outputs that drive senior and executive financial and commercial discussions.
- Providing commentary to explain data movements and the outlook for the future periods, along with revenue forecasts.
- Comply with the business-wide governance framework, as well as influencing cost management decisions through the provision of commercial and financial expertise.
- Deliver finance initiatives and projects, drawing actionable business insights from financials, developing and matching solutions to meet business needs.
- Developing and maintaining professional, effective relationships with customers, stakeholders and employees at all levels.
- Building a culture of continuous improvement, leading by example and encouraging idea generation.

## Technical skillset:

- Knowledge of budgeting, forecasting and financial modelling.
- Good commercial and business acumen.
- The ability to understand multi-banking products.
- Advanced experience in Microsoft Office applications.
- Tableau and Power BI user Experience.

## Capabilities / Soft skills:

- Excellent analytical and problem-solving skills.
- An appetite for detail and delivery orientation.
- Good stakeholder management skills, including building and influencing relationships.
- Planning and organisational capabilities.





# Zoom at: Data & Business Analyst in Finance Change

## Role overview:

Data Analysts and Business Analysts in Finance Change play a crucial role in driving financial transformation projects by combining in-depth financial expertise with advance data analysis and business analysis capabilities. This role is essential for aligning business objectives with tech solutions and ensuring that financial systems and processes meet evolving regulatory and business requirements.



### Expertise:

- Business analysis, documenting and managing business requirements by ensuring alignment between Finance teams and technical expectations
- Supporting designing, testing and implementation of new solutions, ensuring system changes meet business requirements and regulatory and business needs
- Supporting transformation with in-depth knowledge of Finance and technology
- Managing and facilitating change and transformation projects
- Stakeholder management and communication



### Role specific knowledge & skills:

- Finance and accounting principles, knowledge of financial products
- Familiarity with financial regulations
- Business process modelling and process flows
- Scrum methodology, Agile principles
- Jira, Confluence, Kanban, Leankit
- Proficiency in requirements gathering (BRDs)
- Technical skillset: SQL, Python, Tableau, AWS



### Education:

- Master's degree in Finance, Accounting or technical majors
- Supplementary on-job trainings in programming languages and new technologies such as AI, cloud services etc.



**Talent Pool:** 20

**Experience:** All levels- Foundation, Professional, Expert, Leaders

**Availability:** Q1 2025

### Certification:

- professional financial and accounting qualifications: **CFA, ACCA or CIMA**
- **Scrum Master & SAFe certifications**

# Zoom at: Data & Business Analyst in Finance Change

## Responsibilities / tasks:

- Working on finance transformation projects aimed at digital transformation, improving data accuracy, and streamlining financial reporting
- In-depth analysis to gather and document requirements for transformation projects in Finance, creating Business Requirement Documents
- Translating the requirements into technical specifications with usage of Finance knowledge to align with financial and accounting principles
- Analysing current systems, processes, data and process flows to identify inefficiencies or gaps, and proposing solutions for optimization
- Analysing datasets to support project decisions; using Finance and technology skillsets to set direction of changes in transformation projects
- Cooperating closely with Finance, Data & Analytics, Technology, Business Stakeholders, managing stakeholders' expectations, ensuring alignment of actions with project objectives, timelines and deliverables
- Supporting regulatory-driven changes by ensuring Finance meet evolving regulatory standards
- Governance over data integrity across financial systems: identifying and resolving discrepancies, ensuring compliance with internal and external standards
- Acting as a liaison between Finance and IT teams during the implementation or upgrade of financial systems, ensuring seamless communication and common understanding among all stakeholders
- Designing and developing dashboards, reports, data marts and new data flows to help Finance with digital transformation of their processes
- Facilitating creation of new financial data streams and data solutions, validating accuracy, consistency and alignment with existing financial systems
- Assessing impact and risks of transformation projects, recommending mitigation solutions
- Ensuring smooth transitions for finance teams when implementing new systems or processes by supporting testing and deployment
- Conducting post-implementation reviews to ensure that system changes and finance transformations deliver the intended benefits, and troubleshoot any emerging issues
- Project management skillset: Agile methodology, proven ability to lead project streams and executing EPICs/tasks, driving change and mitigating delays in project timelines

**Examples of project experience:** Implementation of new financial reporting systems, reports and data flows to meet regulatory requirements (Basel III, EU Taxonomy, FRC, Climate Reporting), automation of manual reconciliation processes, reducing errors and data quality issues, data migration projects during system upgrades, re-working operating models to achieve synergies, developing dashboards to track and flag issues, designing and creating new solutions and frameworks to adapt to new regulatory requirements.

## Technical skillset:

- Knowledge of finance systems architecture
- Understanding programming languages (Python, SQL)
- Visualisation tools such as Tableau
- Collaboration tools: Jira, Confluence, Kanban, Leankit
- Process Modelling Tools like Appian, Visio, Blueworks
- Knowledge of financial instruments and derivatives
- SQL, Python
- Understanding of cloud services

## Capabilities / Soft skills:

- Problem solving, critical and strategic thinking
- Effective communication
- Strong ability to work in a team
- Adaptability to change and flexibility
- Attention to detail, strong analytical skills
- Time management and multitasking
- Proficiency in stakeholder management, including building and influencing relationships



# Zoom at: Project Manager in Finance Change

## Role overview:

Project Manager in Finance Change is a role focused specifically on leading and delivering Finance transformation projects. Unlike general project managers, this role requires a deep understanding of both financial processes and digital transformation strategies, making it highly unique. This role is essential for transforming Finance function through strategic project management, advanced technology, and improved financial operations, making it a strategic partner in the organization's growth and efficiency.



### Expertise:

- Proven ability to lead and manage large-scale finance transformation projects, driving improvements in key areas such as financial reporting, budgeting, forecasting, and compliance
- Ability to identify, assess and mitigate risks specific to finance projects, such as delays in reporting or system vulnerabilities
- Proficient in applying Agile methodology specifically to Finance projects
- Expertise in managing project budgets and performing cost-benefit analyses to ensure Finance transformation initiatives deliver measurable financial returns and improve operational efficiency
- Expertise in navigating finance teams through significant organizational change, from system implementations to process re-engineering



### Education:

- Master's degree in Finance, Accounting, Economics or other

### Certification:

- Scrum Master & SAFe certifications



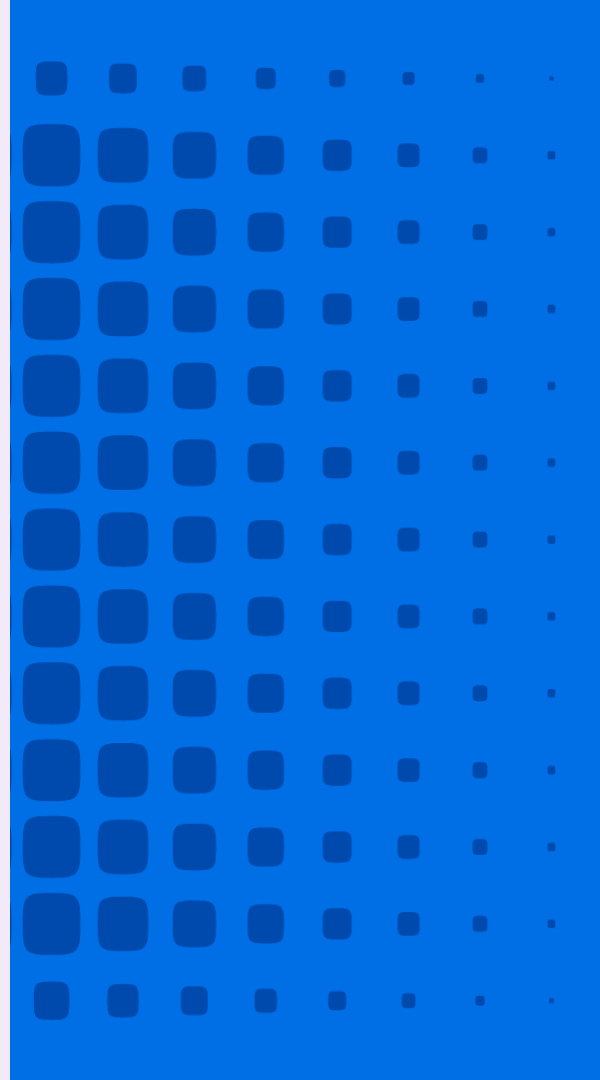
### Role specific knowledge & skills:

- Hands-on experience with project management tools such as Jira, Confluence, Kanban, Leankit
- Agile principles
- Deep Finance knowledge
- Understanding of finance functions, financial processes, and regulatory requirements
- Budget and cost management
- Resource allocation, expenditure tracking against forecasts
- Creating and maintaining comprehensive project documentation



### Availability: Q1 2025

# Zoom at Data & Analytics roles



# Zoom at: **Data Analyst**

## Role overview:

Contributing to the analysis of complex data to identify business issues and opportunities. Playing a key role in supporting the delivery of high-quality business solutions.



## Expertise:

- Delivering top-notch analysis to develop and implement innovative processes and solve problems
- Undertaking analysis of data to identify business issues and opportunities
- Translating data and insights for key stakeholders
- Delivering data analysis in a technology or IT function
- Streamlining data using key systems and tools
- Delivering research based on qualitative and quantitative data across a range of subjects data across a range of subjects



## Technical Competencies:

**Programming Languages:** Python, R, SQL

**Data Management:** ETL processes, data cleaning, normalization

**Data Visualization:** Tableau, Power BI

**Database Systems:** Snowflake, Teradata, SQL Server



## Role specific knowledge & skills:

- Business analysis tools and techniques
- Knowledge of data architecture, key tooling and relevant coding languages
- Financial Services knowledge
- Data analysis tools
- Advanced Analytics
- Foundation knowledge of data engineering, data science and decisioning disciplines
- Core technical skills



## Talent pool: ~30

Split per experience : Mostly Experts

**Availability:** phased across 2024 and 2025



# Zoom at: **Data Analyst**

## Responsibilities/tasks:

- Collecting, profiling and mapping appropriate data to use in new or existing solutions as well as for ongoing data activities.
- Identifying and documenting data migration paths and processes, standardising data naming, data definitions and modelling.
- Helping to interpret customer needs and turning them into functional or data requirements and process models.
- Building and maintaining collaborative partnerships with key business stakeholders.
- Providing high quality analytical input to help develop and implement innovative processes and resolve problems across the bank.
- Honing your data analysis expertise and gaining valuable experience in a dynamic area of our business.
- Capturing, validating and documenting business and data requirements, making sure they are in line with key strategic principles.

## Examples of project experience:

A background in delivering research based on qualitative and quantitative data across a broad range of subjects.

## Technical skillset:

- ETL technical design
- Data quality testing
- Cleansing and monitoring
- Data sourcing, exploration and analysis
- Data warehousing and data modelling capabilities
- SQL, Python, Tableau, OBIEE, advanced Excel

## Capabilities/Soft Skills:

- Critical Thinking: Objectively analysing and evaluating complex problems
- Communication: Distilling complex data into clear, accessible language
- Problem-Solving: Agile in identifying and resolving issues
- Collaboration: Working well with diverse teams and stakeholders
- Analytical Thinking: Methodically extracting conclusions and identifying patterns
- Leadership: Guiding and mentoring junior analysts



# Zoom at: **Data Engineer**

## Role overview:

Carrying out data engineering tasks to build, maintain, test and optimise a scalable data architecture, as well as carrying out data extractions, transforming data to make it usable to data analysts and scientists, and loading data into data platforms.



### Expertise:

- Extracting value and features from large scale data
- Development of comprehensive knowledge of the organisations data structures and metrics
- Building streaming data ingestion and transformations solutions



### Technical Competencies:

- **Programming Languages** :Python, PySpark, SQL, NoSQL, SAS 4GL, Scala
- **Programming Software**: StreamSets, AWS & Airflow SDK
- **Data Warehouse**: Snowflake, Teradata, Oracle, SQLServer
- **Data Pipelines Development**: StreamSets, Airflow, SAS DI
- **Orchestration & coding**: Autosys, Airflow



### Role specific knowledge & skills:

- Knowledge of modern code development practices
- Knowledge of data & software engineering fundamentals
- programming languages
- ETL technical design; data quality testing, cleansing and monitoring; data sourcing, exploration and analysis; and data warehousing and data modelling capabilities
- Cloud adoption
- Developing data processing according to big data concept
- Processing of all types data eg. unstructured data
- Building automate tests & production implementation



### Talent pool: ~10

Split per experience: Mostly experts

**Availability:** phased across 2024 and 2025



# Zoom at: **Data Engineer**

## Responsibilities/tasks:

- Developing comprehensive knowledge of the bank's data structures and metrics, advocating change where needed for product development.
- Practicing DevOps adoption in the delivery of data engineering, proactively performing root cause analysis and resolving issues.
- Collaborating closely with core technology and architecture teams in the bank to build data knowledge and data Solutions.
- Developing a clear understanding of data platform cost levers to build cost effective and strategic solutions
- Sourcing new data using the most appropriate tooling and integrating it into the overall solution to deliver for our customers.
- Participating actively in the data engineering community, delivering opportunities to support the bank's strategic direction while building a network across the bank.

## Examples of project experience:

Contributing to the analysis of complex bank, franchise or function data to identify business issues and opportunities. Playing a key role in supporting the delivery of high-quality business solutions.

## Technical skillset:

- ETL technical design,
- Data quality testing, cleansing and monitoring,
- Data sourcing, exploration and analysis,
- Data warehousing and data modelling capabilities,
- SQL, Python, Tableau, OBIEE, AWS Glue, Spark

## Capabilities/Soft Skills:

- Attention to detail.
- Good communication skills with the ability to proactively engage with a wide range of stakeholders.





# Zoom at: **Data Scientist**

## Role overview:

Bringing together statistical, mathematical, machine-learning and software engineering skills to consider multiple solutions, techniques and algorithms to develop and implement ethically sound models end-to-end.



## Expertise:

- Interpreting data with specialized software tools
- Selecting the right statistical tools
- Using data to solve business problems from hypotheses through to resolution
- Synthesising, translating and visualising data and insights for key stakeholders

## Technical Competencies:

- **Programming Languages:** Python, PySpark, SQL
- **Machine Learning & Statistical Modeling:** Scikit-learn, TensorFlow, PyTorch, Supervised and unsupervised learning, Statistical analysis and hypothesis testing
- **Data Management:** Data wrangling and preprocessing, Feature engineering, ETL Processes
- **Data Visualization:** Matplotlib, Seaborn, Plotly
- **Big Data Technologies:** Apache Spark, Hadoop
- **Model Deployment & Management:** AWS services



## Role specific knowledge & skills:

- Financial Services knowledge
- Statistical Modelling and Software
- Statistical tools and techniques
- Statistical data analysis such as linear models, multivariate analysis, stochastic models and sampling methods
- Machine learning techniques
- Big data technologies
- Using database and programming language and software engineering fundamentals
- Cloud applications, environments and options



## Talent pool: ~20

Split per experience: Mostly Experts

**Availability: 2025**



# Zoom at: **Data Scientist**

## Responsibilities/tasks:

- Using data translation skills to work closely with business stakeholders to define detailed business questions, problems or opportunities which can be supported through analytics
- Applying a software engineering and product development lens to business problems, creating, scaling and deploying software driven products and services
- Working in an Agile way within multi-disciplinary data and analytics teams to achieve agreed project and scrum outcomes
- Selecting, building, training and testing machine learning models considering model valuation, model risk, governance and ethics, making sure that models are ready to implement and scale
- Iteratively building and prototyping data analysis pipelines to provide insights that will ultimately lead to production deployment
- actively participating in the data community to identify and deliver opportunities to support the bank's strategic direction through better use of data.

## Examples of project experience:

The design and implementation of data science tools and methods, which harness our data to drive market-leading purpose customer solutions

## Technical skillset:

- Programming language and software engineering fundamentals
- Cloud applications and options
- Exploratory data analysis

## Capabilities/Soft Skills:

- Attention to detail.
- Good communication skills with the ability to proactively engage with a wide range of stakeholders.



# Zoom at: **Technical Specialist**

## Role overview:

Defining appropriate technical solutions for programmes and platforms with expertise to meet business requirements in accordance with business-wide change standards



### Expertise:

- Providing high quality analytical input to support the development and implementation of innovative processes and problem resolution
- Defining appropriate technical solutions for programmes and platforms with expertise to meet business requirements in accordance with business-wide change standards



### Role specific knowledge & skills:

- Specialist knowledge, such as domain or platform
- High quality technical analysis, design and delivery of technology solutions or components, including technical guidance, development, configuration and management services for technologies, platforms and
- Application of technical analysis tools and techniques



### Technical Competencies:

- **Programming Languages:** Python- pandas, numpy, pyspark, SQL, VBA
- **Data Management:** ETL Processes, Data analysys
- **Data Visualization:** Tableau, OBIEE, AWS QuickSight
- **AWS Services:** Glue, Athena
- **Software:** advanced Excel, SAS



**Talent pool:** ~50

Split per experience : Experts only

**Availability:** 2025



# Zoom at: **Technical Specialist**

## Responsibilities/tasks:

- Capturing, validating and documenting technical requirements, making sure they are in line with key strategic principles
- Building, managing and maintaining a positive working relationship with stakeholders and third-party suppliers across multiple franchises and functions
- Utilising our standard processes by understanding the development lifecycles and minimum mandatory requirements
- Managing the application of and compliance with our change framework and standards, including the use of Agile methodology
- Articulating and quantifying technical impacts in a tangible manner, which allows stakeholders to make informed decisions
- Undertaking high quality technical analysis, design and delivery of technology solutions or components, including technical guidance, development, configuration and management services for technologies, platforms and products.

## Examples of project experience:

Developing end-to-end solutions and translate problems and opportunities into high level solutions. Providing high quality analytical input to support the development and implementation of innovative processes and problem resolution.

### Technical skillset:

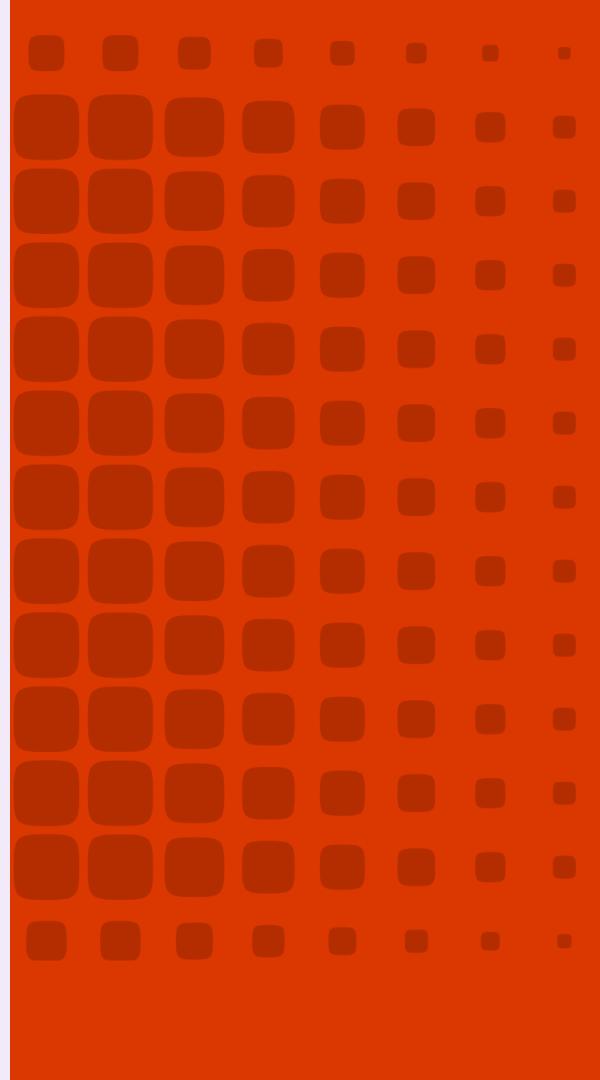
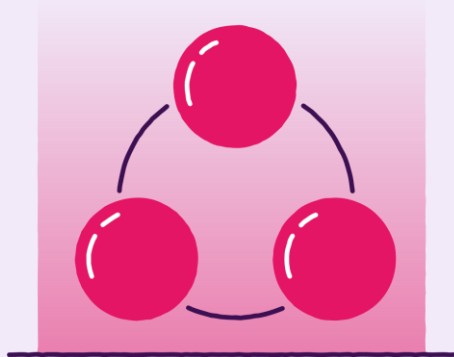
- Analysis and management of relational databases
- Programming skills
- Cloud services and Big data
- Data analysis and management

### Capabilities/Soft Skills:

- Attention to detail.
- Excellent communication and influencing skills.
- Knowledge of our change framework



# Zoom at **Risk roles**



# Zoom at: **Financial Crime Oversight**

## **Role overview:**

Support of Fin Crime Risk (FC) management through advisory, testing and monitoring, and leading financial crime risk assessment process for the Bank as well as escalations and Fin Crime standard updates.



- **Role specific knowledge & expertise:**
- Experience in a FC 2nd Line of Defence (LoD) & 1LoD Functions - commercial & markets business
- **Financial Crime Expert Advisory & Approvals** on high risk customers, transactions and exceptions to Policy
- **Financial Crime Oversight & Challenge** including business development of new products and services with adequate FC controls in place. Providing 2LoD Risk Opinions to Bank ExCo
- **Systems Oversight and Optimisation** –overseeing CDD and Transaction Monitoring systems
- **Enterprise Wide FC Risk Assessments**
- **Testing & Monitoring**
- **Policy Development and Implementation**
- **Transaction Monitoring & Suspicious Activity Report** for investment banking



## **Technical Skills & Certifications:**

CAMS – Certified AML Specialist  
ICA Specialist Certificate in Financial Crime Risk in Global Banking & Markets



## **Capabilities / Soft Skills:**

- Good communication skills to provide proactive and effective challenge, as well as report writing skills.
- Good time management skills to manage competing priorities
- Ability to work collaboratively.
- Good stakeholder and relationship management skills including the ability to influence senior management
- A detail-orientated, organised, proactive, and responsible approach
- Good analytical skills to detect, challenge and report inadequate or ineffective FC controls.
- Ability to lead the business in implementing risk strategies



# Zoom at: **Market Risk**

## **Role overview:**

Provide reports and analysis allowing for monitoring and thorough understanding of the risks embedded in securities, closely cooperating with stakeholders in risk limits setting, portfolio stress testing and backtesting, processes automation, as well as in risk monitoring projects.



### **Role specific knowledge & expertise:**

- Comprehensive knowledge of global financial markets, financial instrument, impact of market factors on asset prices and risk.
- Understanding of market risk theories and models, risk measurement and management techniques (e.g., VaR, RWA, sensitivity analysis)
- Market risk regulatory framework and standards knowledge (Basel III, and in particular FRTB).
- Proficiency in market risk management activities, including risk identification, measurement, monitoring (setting limits and ensuring that exposures remain within established limits, investigation and escalation any limit breaches to relevant stakeholders); reporting.



### **Technical Skills:**

- Proficiency in quantitative methods, including statistical analysis.
- Programming skills (VBA, Python).
- Computer literacy (Excel, SQL).
- Ability to analyse large and diverse datasets.

**Certifications:** FRM / CFA.



### **Capabilities / Soft Skills:**

- Strong problem solving and analytical skills
- Collaboration skills and stakeholder management.
- Process improvement & challenging status quo.
- Strong verbal and written communication skills.



# Zoom at: Operational Risk

## Role overview:

Delivering an effective and efficient operational risk framework, supporting a variety of functions including Front Office, Finance, Technology, COO – helping to identify operational risks but also provide remediation solutions, while working closely with 1st Line of Defence, Internal and External audit to improve the Banks control environment.



### Role specific knowledge & expertise:

- Experience within 2nd Line of Defence (2LOD) within a Financial Institution or a 1LOD risk and control team.
- Understanding of risk management disciplines in financial services, and operational risk management techniques.
- Understanding of the regulatory environment pertaining to large, complex financial service organisations and an understanding of market conditions and how they could impact operational risks and practices.
- Understanding of operational risks relevant to key business activities undertaken in a financial services organisation.



### Technical Skills:

- Computer literacy
- Tableau

**Certifications:** Operational Risk Accreditation, CISSP, Certificate in Global Business Services – Hackett Group



### Capabilities / Soft Skills

- Proven ability in influencing and stakeholder management at all levels.
- The ability to consistently exercise sound and decisive judgement, strong communication and organisational skills
- Conflict resolution skills and ability to identify alternative solutions.





# Zoom at: **Funding and Liquidity/Treasury**

## **Role overview:**

Development and delivery of risk metrics and reporting activities which capture market and funding, and liquidity risks managed by Treasury. Providing insights & risk opinions for Treasury papers and activities to ALCo and Risk executives. Ensuring revision, oversight and regular liquidity reports, funding concentration, internal liquidity adequacy assessment process and Recovery Plan.



### **Role specific knowledge & expertise:**

- Thorough understanding of a banking institution P&L, balance sheet, liquidity, funding and capital management.
- Understanding of financial products.
- Understanding of funds transfer pricing, ALM and IRRBB frameworks
- Knowledge of banking regulatory requirements in L&F area (Basel, EBA, PRA, KNF).
- In-depth understanding of stress testing end-to-end cycles.
- Deep understanding of financial risk concepts and principles.
- Developing/maintaining policies & procedures framework
- Review/development of regulatory deliverables including calculation tools (ALMM, measures, ILAAP)
- Understanding of risk metrics (e.g., LCR, NSFR, VaR, EVE, NII, RWA etc.).
- Knowledge of risk analytics tools and techniques, such as risk measurement methodologies, counterparty credit exposure modelling, derivatives modelling, balance sheet/capital modelling.



### **Technical Skills:**

- Strong knowledge of mathematics and statistics
- Financial systems proficiency
- Computer literacy (SQL, Excel&VBA, Python, Tableau)



### **Capabilities / Soft Skills:**

- Strong problem solving and analytical skills
- High level of independence
- Experience in presenting complex topics
- Attention to detail and connecting the dots from other areas
- Collaboration skills and stakeholder management
- Proven ability in influencing and stakeholder management at all levels



# Zoom at: Quants Risk Modelling & Model Risk Validation

## Role overview:

Both roles help to maintain the Bank's financial stability by managing model risk and validating the tools that drive decision-making in high-stakes environments. The **Quants Risk Modelling** specialists focus on Counterparty Credit Risk (CCR) modelling, perform simulations, modelling of collateral, and calculations of credit-related quantities such as Exposure at Default (EAD), and testing their output by setting up and analysing tests which modify their behaviour.

**Model Risk Validation** specialists are dedicated to validating complex derivatives pricing models across numerous products and asset classes, periodic model reviews, Additional Valuation Adjustments (AVA) calculations, regulatory model risk analysis and standards assurance, advisory on how model risk can be reduced or mitigated, ensuring that relevant risks are properly escalated. They are responsible for development of coding libraries for validation purposes.



## Knowledge & expertise:

Specific to Quants Risk Modelling:

- Retail credit products, credit strategies and policies
- Credit risk portfolio management (2nd Line of Defence), portfolio performance tracking
- Bank risk appetite frameworks
- Understanding bureau data
- Knowledge of CCR, collateral modelling
- R&D analyses (Reg IM, collateral modelling)
- Statistical investigations (hypothesis testing, mathematics of backtesting)

Specific to Model Risk Validation:

- Initial, periodic and ad-hoc pricing models validations, periodic reviews
- Complex derivatives (SPD, Rates, xVA, Credit, FX, eFX) pricing methods
- Understanding mathematics at PhD level
- Oversight on model assurance activities performed by model development teams for organisation-wide pricing models
- Ensuring models are fit for purpose for their designated use
- Identification and communication of significant model risks



## Technical Skills:

- Proficiency in programming languages such as Python, C++, SAS, latex, R programming for validation libraries building.
- Competence in Git and cloud solutions
- Experience with Machine Learning and AI techniques as applied to financial modelling and risk assessment.
- Strong analytical and numerical skills with the ability to work with large datasets and complex algorithms.

**Certifications:** FRM / CFA / PhD



## Capabilities / Soft Skills:

- Analytical thinking
- Project management skills
- Stakeholder management
- Presentation skills
- Pioneering and high level of independence
- Strong verbal and written communication skills
- Working under time pressure & on unstructured tasks
- Adaptability



# Zoom at: Credit Risk - Retail Credit Strategy

## Role overview:

Providing a second line of defence oversight of Retail Credit products. Delivering regular reviews of credit risk policies and lending criteria, including score cut-offs setting, affordability assessment and income verification approach. Identifying emerging risk trends and threats via regular MI and ad-hoc analyses. Working with credit reference agencies and fintechs - assessing new data sources & bureau blocks to improve credit decisions and promote responsible lending. Coordinating implementation of agreed changes in decisioning systems.



## Knowledge & expertise:

- Comprehensive knowledge of retail products (with a key focus on unsecured), credit risk strategies and policies
- Credit risk portfolio management (2nd Line of Defence), portfolio performance tracking, scorecards
- Affordability assessment, income verification
- Risk management framework, risk appetite
- Default rate modelling, risk-based pricing.



## Technical Skills:

- Proficient programming skills (SAS, SQL, Python)
- Strong analytical and numerical skills with the ability to work with large datasets using quantitative methods (including statistical analysis and machine learning), problem solving
- **Certifications:** FRM / PhD (Physics) / Programming

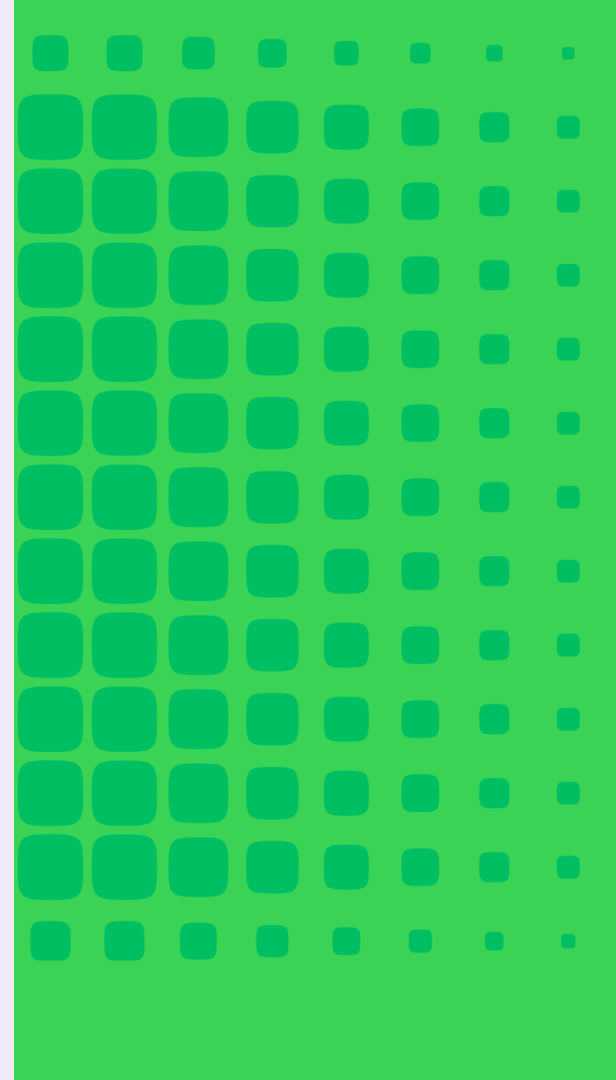


## Capabilities / Soft Skills:

- Managing diverse and extensive stakeholders network (1st Line of Defence, pricing, provisioning/IRB/IFRS9, credit reference agencies, regulators, external benchmarking, modelling, model risk, audit, fraud etc.)
- Line management & coaching
- Project management
- Strong communication and presentation skills – verbal and written



# Zoom at Technology & Security roles



# Zoom at: Software Engineer

## Role overview:

Application of widely agreed software engineering principles and methodologies to design, develop, test and maintain architecture, applications, systems and services to achieve organisation strategy goals



### Expertise:

- Developing whole software architecture ab initio (from scratch)
- Designing, developing, and maintaining database, intranet, web, desktop and MS Access/Excel applications
- Proficiency in core Concurrency concepts like threads, processes, synchronization and parallelism
- Database related knowledge (relational and non-relational)
- Ability to translate user requirements into functional, efficient solutions
- Effective collaboration and communication skills for business stakeholders while requirements gathering phases
- Experience of working in a very complex banking environment



### Role specific knowledge & skills:

- FinTech domain knowledge
- Payment processing systems practical knowledge
- Financial Forecasting/Scenario Modelling
- AML & CDD processes Workflow and Quality Standards
- Knowledge and experience in Agile/Scrum methodology



### Talent pool: c. 40

Mostly Professionals

Availability: Q4 2025



# Zoom at: Software Engineer

## Technical Competencies:

### Languages & Frameworks:

Java (Spring, Spring Boot), JavaScript, C#, ASP.NET, Python (Django, Django REST Framework), SQL, PL/SQL, .NET, HTML, CSS, XML, XSLT, VBA, Powershell

### Databases:

MongoDB, Oracle DB, PostgreSQL (Postgres DB), Microservices & Containerization, Microservices, Docker, Kubernetes, Kafka, Akka

### Development Tools:

Visual Studio, VS Code, GitLab (including GitLab CI/CD), IntelliJ Idea

### Data Analysis & Reporting:

MS Excel / Access VBA Apps, PowerPivot, PowerQuery, Power BI

### APIs & Web Development:

Web API, RESTful API, JQuery, React

### Other Technologies:

RPA / RDA (Robotic Process Automation / Robotic Desktop Automation), Entity Framework, LINQ, Tabulator, Razor



# Zoom at: Security Specialist

## Role overview:

Analyse, assess, triage and respond proactively and effectively to security related issues, threats, incidents, requests and events to defend assets, information, and systems from unauthorised access, use, disclosure, disruption, modification, or destruction. Use SME knowledge to support the organisation with risk identification, contributing to risk management processes to achieve business outcomes, while protecting the Customer.

Own & manage stakeholder relationships. Communicate & collaborate with internal customers of Security CoE, including suppliers and regulators.



## Expertise:

- Ability to translate complex technical concepts clearly to peers and management level colleagues
- Understanding of the banks security policy & control requirements and to advice risk mitigation techniques to the business
- A good understanding of Agile Methodologies



## Role specific knowledge & skills:

- A wide range of SME knowledge in a number of security related specialisms based on industry standards (SoGP/NIST/PCI)
- Strong security controls experience
- Consultancy and project management



## Technical Competencies:

- A background of defining policy standards & controls
- Proficiency in assessing solution architecture designs supporting zero-trust
- An understanding of completing benchmarking to peers and industry standards
- Experience in risk management frameworks
- Experience in setting risk appetites



## Talent pool: c.20

Mostly experts

Availability: Q4 2025



# Zoom at: **Perimeter Security**

## Role overview:

**Perimeter Security Specialist/Consultant role holder will analyse projects design requirements, technical solutions or processes to identify network & infrastructure security related risks, and provide guidance on how they can be mitigated or managed effectively**



### Expertise:

- Analyse projects requirements, technical solutions or processes to identify security related risks, and provide guidance on how they can be managed effectively through either technical or non-technical solutions
- Offer advice & guidance regarding secure design & Security Policy Compliance
- Support the wider bank culture of continuous improvement and collaborating with others, focusing on automation, virtualisation and scalability by incorporating security as early as possible (shift-left approach)
- Supporting with the identification of risks, while contributing to risk management strategies to achieve business objectives and customer outcomes, making sure that decisions made are based on robust data
- Display proven background of defining policy controls plus analytical and problem-solving skills with understanding of security assessment processes



### Technical Competencies:

- Proficiency of a network security and micro-segmentation – on-prem and Public Clouds
- LAN/WAN and VPN networking has firewalling experience
- Defining policies and standards
- Service & e2e process ownership



### Knowledge & Skills

- Agile methodologies with the ability to write technical issues in business terms
- Proficiency through relevant certifications in the area of on-prem and Public Cloud Network Security (supporting the zero-trust approach)
- Building and leveraging relationships with colleagues across the bank and third parties
- Stakeholder management
- Data literacy, analytical & problem solving skills



### Talent pool: c. 10

Mostly experts

Availability: Q4 2025





# Zoom at: **Application Support Engineer**

## Role overview:

Maintaining applications. Building relationships with internal and external stakeholders. Acting as a point of customer contact and first or second level of support. Vendor management.



## Expertise:

- Supporting complex group-wide strategic, high availability systems like General Ledger, ERP, HR Payroll and various payment processing applications.
- Systems Integration.
- Database and programming related knowledge.



## Technical Competencies:

- Advanced knowledge of one or more service management disciplines such as request fulfilment, user access management, incident, problem, change IT, continuity or capacity management (ITIL).
- Knowledge and experience in agile methodologies – Kanban, Scrum and SAFe.
- Technologies: Wintel, Linux, Oracle SQL/PLSQL, AS/400
- Tools: Jira, Agileplace, ServiceNow,



## Role specific knowledge & skills:

- Banking domain knowledge.
- Experience working in a very complex banking environment.
- Service and customer-oriented attitude.
- Excellent understanding of audit, risk, regulatory and compliance requirements from production support perspective.
- Effectively communicating technical solutions to non-technical stakeholders, ensuring clear understanding and resolution issues
- Analysis and troubleshoot application issues with precision, ensuring accurate diagnoses and long-term solutions



**Talent pool: c. 10**

**Experience:** only Experts

**Availability:** Q4 2025



# Zoom at: **Infrastructure Engineer**

## **Role overview:**

An Infrastructure Engineer designs, implements, and maintains an infrastructure to ensure it runs smoothly and securely. They work on everything from setting up hardware and software to automating tasks and ensuring cybersecurity measures are in place. Their goal is to create a stable and efficient environment for all operations.



## **Expertise:**

Technical knowledge of infrastructure layers on-prem, cloud and hybrid solutions. Broad knowledge of server setup, network configuration, operating system, virtualisation, containerization, cloud, database, storage and middleware. Good knowledge of Cloud Services Proficiency, Automation and Orchestration, Continuous Integration/Continuous Deployment (CI/CD).



## **Role specific knowledge & skills:**

They are proficient in operating systems administration like Linux (RHEL) and Windows. Database administration like Oracle and PostgreSQL. Familiar with virtualization technologies like VMware and Hyper-V and containerization like Kubernetes and Docker. Enterprise Platform management including Servers, Backup, Storage and SAN.



## **Technical Competencies:**

- Docker, Kubernetes,
- VMware and Hyper-V,
- Windows Servers 2012, 2016, 2019, 2022,
- RHEL 8.0,
- Strong proficiency with AWS services EC2, S3, CloudWatch, Lambda, RDS, IAM, EKS,
- Ansible, Terraform, Jenkins,
- Oracle, PostgreSQL.



## **Talent pool: c.10**

Only Experts

**Availability phased across Q3 2025 and Q1 2026**



# Zoom at: **Infrastructure Engineer**

## Examples of project experience:

Providing solutions for applications hosting infrastructure to ensure scalability, stability, security and availability for business use as per agreed service level expectations. Collaborating with and influencing colleagues and stakeholders across the bank and third-party suppliers on the area of specialist knowledge service, ensuring the timely delivery of solutions which support the business.

## Certificates

- AWS Certified SysOps Administrator
- AWS Certified Solutions Architect
- AWS Certified Cloud Practitioner
- Configure Secure Access to your Workloads using Azure virtual Networking
- Configuring Azure Virtual Desktop for the Enterprise
- Windows Server 2019 Hybrid and Azure IaaS

## Capabilities/Soft Skills:

- A good understanding of Agile methodologies paired with working knowledge of the Agile toolsets and experience of working in an Agile team
- DevOps Integration
- Good stakeholder management and communication skills



**Zoom at**

# Change Management Roles



# Zoom at: Business Analyst

## Role overview:

Performing complex, cross-franchise requirements analysis that includes capturing, validating and documenting both business and system requirements while confirming their alignment to key strategic principles. Building, managing and maintaining a positive working relationship with stakeholders and third-party suppliers across multiple franchises and functions.



## Expertise:

- Supporting complex cross-franchise and group-wide requirements analysis.
- Investigating and interpreting large data sets.
- Identifying wider business impact across key outputs and processes.
- Conducting and supporting feasibility studies and options analysis



## Technical Competencies:

- Applying various business analysis tools and techniques.
- Experience in technology projects incl.: software development and implementations.
- Analysis for business transformation and process migrations



## Role specific knowledge & skills:

- Internal change framework based on Waterfall methodology with Agile elements acumen
- Specialist knowledge in a particular area
- Strong stakeholder management skills
- Ability to communicate complex technical concepts clearly to peers and management level colleagues
- Certification such as Agile BA or BABOK



## Talent pool: ~51

**Experience:** Mostly Expert (5+ years): 47%

**Availability:** (Q4 2024 - Q1 2026)



# Zoom at: Business Analyst

## Responsibilities/tasks:

- Producing business requirements to inform future state design, and supporting teams in understanding the requirements and their linkages to the overall strategy
- Working across teams and stakeholders to capture, validate and document business and system requirements, ensuring they are in line with key strategic principles, and translated from business operations, business objectives, or from external requirements
- Tracing and linking business requirements to future state design
- Creating and executing test scenarios and test scripts at various stages of the project in order to validate the solution design
- Facilitating user acceptance testing and support business users in executing the user acceptance testing
- Supporting others to articulate the ideas and requirements in the format required by the team, such as use cases, user journeys, user stories and illustrations

## Examples of project experience:

Supporting the identification of solutions that deliver value to stakeholders and lead in the definition and realisation of solutions, processes, benefits, avoidance of cost, identification of new opportunities, understanding of required capabilities and modelling the organisation.

## Professional skillset:

- Holding an appropriate Business Analyst
- Certification such as Agile BA or BABOK

## Capabilities/Soft Skills:

- Attention to detail.
- Good communication skills with the ability to proactively engage with a wide range of stakeholders.
- Highly analytical mindset, with strong organisational skills and the ability to prioritise work



# Zoom at: **Project Management Officer (PMO)**

## Role overview:

Setting and maintaining project standards in line with internal framework which includes improving the planning and delivery process by collecting and maintaining data in a consistent form; supporting the project governance and control including tracking the performance and progress of projects and project financial control together with adoption.



### Expertise:

- Project, programme and portfolio analytics
- Supporting the project governance and control
- Complying with business-wide change standards
- Implementation of good programme and project management practice
- programmes and project monitoring
- Experience of project support roles
- Assurance of project related tasks in order to comply with organisation's quality standards



### Technical Competencies:

- Expertise in tools such as MS Office, Planview, Oracle, SharePoint
- Basic knowledge of Jira and Confluence
- Certified with House of PMO



### Role specific knowledge & skills:

- Knowledge of project types and the project lifecycle
- Internal change framework based on Waterfall methodology with Agile elements acumen
- Knowledge of Prince, Agile PM, P3O methodologies
- Knowledge of organisational processes and procedures, including risk frameworks



### Talent pool: ~6

**Experience:** Mostly Experts

**Availability:** (Q4 2024 - Q1 2026)



# Zoom at: **Project Management Officer (PMO)**

## Responsibilities/tasks:

- Developing guidelines, procedures and templates to collect and maintain consistent data, and provide hands-on delivery support to a programme or project
- Portfolio management and analysis
- Supporting with the creation and update of programme or project plans as required by the programme or project manager
- Supporting the identification of where cross-project dependencies exist and track or monitor these in support of the manager
- Supporting management in the implementation of agreed regular progress reporting mechanisms for all projects and thereby monitor routine progress of projects, and assist in the preparation of the programme status or project highlight reports
- Establishing and maintaining an information management system, managing configuration libraries

## Examples of project experience:

Experience of project support roles internally or externally, and knowledge of project types and the project lifecycle.

## Professional skillset:

- Expertise in tools such as MS Office, Planview, Oracle and SharePoint
- Knowledge of organisational processes and procedures, including risk frameworks
- Knowledge of configuration management
- Basic knowledge of Jira and Confluence

## Capabilities/Soft Skills:

- Attention to detail.
- Strong interpersonal and communication skills
- Problem Solving
- Critical Thinking
- Adaptability





# Zoom at: **Project Manager**

## **Role overview:**

End to end Project Management, planning, designing, executing and monitoring every aspect of a specific project. Coordination of activities across cross-functional teams (Poland, UK and India), risk & finance management and work with stakeholders to deliver successful project outcome.



## **Project Manager Persona:**

- Empowering and leading the team through the project lifecycle, setting team member objectives, carrying out regular individual assessments and formal appraisals alongside our performance management framework
- Supporting capability development and make sure that succession plans are in place
- Delivering the project scope within time, cost, quality and management of the associated risk profile



## **Experience (Technical Competencies)**

Experience of delivering projects in a several areas such as : technology, business transition, property, events, legal & regulatory, marketing and branding projects.



## **Role specific knowledge & skills:**

- Agile and Waterfall Delivery
- Delivering strategic projects that support growth agenda
- Certified project management qualifications
- Acustom to flexible working environments



## **Talent pool: ~12**

**Experience:** Experts

**Availability:** (Q4 2024 - Q1 2026)



# Zoom at: **Project Manager**

## Track Record:

- Software Development – internal and bankwide business applications (duration: 6 to 12 months, team size: >10 FTE, User size: 50 – 1000FTE, Enviroments: local and cloud hosted)
- Tech Infrastructure – set up, migration, moderanization & upgrade
- Business Transitions – process transitions across different geographical location (FTE size: 10 to 200, duration: 3 to 18 months)
- Transformation – Bankwide system in the following areas: HR, Finance, Supply Chain Services
- Property & Procurement – Office fit out (renovation and adjustment to new ways of working), Property sale, Property lease, co-working space set up
- Event Management- Internal and External (e.g: Fight FinCrime Forum, LGBT+ Diamonds Awards, Women in Tech Summit)
- Legal & Regulatory – Entity set up, Entity branch winddown, Entity merger, GDPR, Assets Transfer between branches
- Business Optimisation – New Ways of working, process automation, Hackaton, Employee re-skilling & development programme
- Managing the end-to-end delivery of bank web applications utilizing the latest technologies with Snowflake, Java, AWS, Oracle, Teradata as the main ones
- Leading on new people/infrastructure/design initiatives to create a cutting-edge software development environment within the bank that matches industry standards and adds value to the banks customers and processes

## Professional skillset:

- Project Management: Prince 2, Agile PM, Agile SaFe
- Scrum.org Certified: PSM1 (Professional Scrum Master), PSPO (Product Owner), PAL (Professional Agile Leadership)
- Project Management Software Know How: MS Teams, MS Project, PlanView, Service Now, Jira & Confluence,

## Capabilities/Soft Skills:

- Leadership, Communication and Problem solving
- A collaborative approach and the ability to build productive relationships with stakeholders, colleagues and senior managers
- Strong organisation skills
- Experience in working in cross culture and flexible environment.



# Zoom at: **Project Manager**

## Responsibilities/tasks:

- Identifying, tracking, managing and mitigating any project risks, assumptions, issues and dependencies
- Leading and defining the production of a project initiation document and making sure that the solution clearly supports and is aligned to strategic goals
- Analysing the appropriate statements and preparing estimates for approval
- Supporting the creation of a financial business case
- Tracking and reporting project costs and making sure that the project is completed in allotted budgets
- Making sure that all project deliverables satisfy the requirements and that they adhere to the agreed governance framework
- Empowering and lead a team through the project lifecycle, setting team member objectives, and carrying out regular individual assessments and formal appraisals.
- Preparing and taking ownership for all project plans, controls and resource plans
- Preparing, analysing and providing reporting on all project plans, controls and resource plans and making sure that the plans are in line with any wider programme plans and controls

# Zoom at: Scrum Master

## Role overview:

A Scrum Master is a servant leader who facilitates Agile development by ensuring that the Scrum framework is followed effectively. They act as a coach for the team, helping to remove impediments, fostering collaboration, and ensuring continuous improvement. Their main goal is to create an environment where the team can be productive, deliver high-quality work, and continuously enhance their processes.



## Key Competencies, Skills, and Expertise:

**Agile & Scrum Expertise** – Deep understanding of Agile principles and Scrum framework confirmed by Scrum Master Certification

**Servant Leadership** – Ability to adopt Scrum framework into organisation and Change organisational, team and department mind-sets, cultures and structures to adjust to Agile principles

**Facilitation & Coaching** – Strong interpersonal skills used in meetings facilitation, situational awareness, conflict resolution, continual improvement, empowerment, increasing transparency and fostering Agile mindset.

**Communication & Collaboration** – Excellent verbal and written communication to align stakeholders.

**Problem-Solving & Adaptability** – Quick thinking to remove any impediments to progress and adjust strategies.

**Metrics & Continuous Improvement** – Experience in team performance monitoring and driving process enhancements.



## Role specific knowledge:

- Scrum methodology
- Modern development practices and tools
- Automated testing frameworks
- Certification: Agile / Scrum, PSM I, PSM II, SAFe® 5 Agilist, SAFe® 5 RTE



## Talent pool: 2

Experts only

Availability: Q4 2025



# Zoom at: **Scrum Master**

## Responsibilities:

- Facilitating Scrum events.
- Coaching the team on Agile principles and making sure that team understands Agile practices, the Scrum framework and its values.
- Assessing the Scrum maturity of the team and take action to improve this.
- Transforming the team to become self-organising.
- Coaching and helping the team to become high performing, increasing productivity, frequency and quality, and driving continuous improvement
- Assisting the team to remove impediments.
- Building a trusting and safe environment where problems can be raised without fear of blame, retribution, or being judged, with an emphasis on healing and problem solving.
- Making sure the team builds relationships to promote internal and external communication, improving transparency, and radiating information to all interested parties.
- Fostering collaboration between the team, Product Owner, and stakeholders.
- Acting as the process owner for the team and maintaining the relationship with the project's key stakeholders.
- Educating the product owner, especially with respect to refining and maintaining the product backlog.
- Promoting a culture of continuous improvement by gathering feedback and implementing best practices.
- Providing support to the team using a servant leadership style.



# **Zoom at** Business Support roles and specific tasks



# Business Support

**Business Management & Leadership Support** provide support to the leadership team to deliver business strategy, key business performance targets and objectives and provide efficient and effective day-to-day operational management of the business.

**Human Recourses** ensures accurate payroll, tax compliance, and benefits administration while providing strategic support through HR advisors. They manage workforce planning, policy implementation, and employee relations to enhance productivity and compliance.

## Business Management & Leadership Support

- Internal Service Management expert
- Business Management expert

## Human Recourses

- Payroll Specialist
- HR Admin Specialist
- HR Business Partner

# Zoom at:

## Business Management & Leadership Support

### Role overview:

Costs and budgets management, planning & forecasting, business decision making support.  
Internal service management activities aligned to policies and regulatory obligations.



### Expertise:

- Cost reporting & control
- Budgeting, planning, forecasting
- Internal service management (internal supply chain)
- Data analysis and reconciliations
- Leadership support



### Role specific knowledge:

- Financial knowledge essential for budgeting, planning & forecasting analysis
- Internal service management framework, mandatory procedures and relevant regulations
- Business analysis tools and techniques
- Risk management
- Business management software used



### Capabilities / soft skills:

- Strong analytical skills
- Stakeholder management
- Problem solving
- Communication & negotiating skills



### Talent pool: 3

Experts only

**Availability:** 1 employee in Q2 2025,  
2 employees in Q1 2026





# Zoom at: Business Management & Leadership Support

## Key areas of expertise of Business Management & Leadership Support

### Performance & Business Management

#### Specific skillset:

- Cost report checking, cost allocation, cost control initiatives
- Forecasting & budgeting
- Headcount reporting, business cases
- Strong analytical skills

#### Responsibilities/tasks:

- Monitor and undertake financial and headcount reporting, including monthly cost report checking, monthly forecasting, cost allocation, budget setting, cost control initiatives, business cases, and providing local analysis intelligence and commentary
- Responsible for people planning, including capability, engagement and communications
- Provide insightful analysis and recommendations to improve business performance and support decision-making

### Internal Service Management

#### Specific skillset:

- Internal service management (internal supply chain)
- Frameworks and regulations related to internal data management
- Risk management

#### Responsibilities/tasks:

- Develop and manage service catalogues for relevant business units
- Ensuring services adhere policy, mandatory procedures, associated terms and conditions
- Reviewing and maintain service catalogues, monitoring whether service is meeting expectations set out contractually, indicating risks where appropriate
- Provide internal service management framework, policy and procedures expertise for stakeholders

### Leadership & Management

#### Specific skillset:

- Leadership, guidance, people management, planning and coordinating multiple work streams
- + skillset of 2 other roles

#### Responsibilities/tasks:

- Lead the internal service management and business management agenda for relevant Service Owners and/or Accountable Executive
- Effective management of costs and budgets
- Lead a team in the delivery and ensure performance delivery
- Planning & data analysis skills, utilising the information to make recommendations to achieve delivery of the strategy

### Shared Capabilities/Soft Skills:

- analytical and investigation skills, ability to break down complex issues & working with large and complex data sets
- stakeholder management skills, negotiating, communication and influencing skills
- ability to work effectively under pressure, with high quality output.
- ability to maintain accuracy and attention to detail while meeting tight deadlines.



# Zoom at Payroll Specialist

## Role overview:

End to end performing of the monthly payroll process for PL (or EMEA) regions.



### Expertise:

- Updating and maintaining payroll records, monitoring the salary changes, reviewing integrity of the salary data, transfer of salary to appropriate bank accounts);
- Submitting of monthly wage tax reports and payment of wage tax to the tax authorities;
- Ensure correct payment and reporting of social insurance charges;
- Processing employee benefits and relevant schemes.



### Capabilities / soft skills:

- Attention to detail
- Analytical skills
- Stakeholder management
- Independency



### Role specific knowledge:

#### PL region specialists

- Broad understanding of Poland wage tax, social securities and legislation
- HR systems TETA, WorkDay, Platnik

#### EMEA region specialists

- Broad understanding of EU wage tax, social securities and legislation
- HR systems like WorkDay



### Talent pool: 7

Mostly Professionals

**Availability:** 2 employees end of Q2 2025,  
2 employees end of Q3 2025,  
3 employees end of Q1 2026



# Zoom at: Payroll Specialist

## Responsibilities/tasks:

- Execution of the overall payroll operating process
- Monitoring the salary changes and the salary run according to established procedures and control framework
- Updating and maintaining payroll records (uploads and manual updating)
- Processing employee benefits, other benefits and relevant schemes
- Monitoring salary payments and the integrity of the salary data to ensure correct salary payments (in line with policies and SLAs)
- Managing general settings within the payroll software
- Monitoring the legislation and own rules and implementing changes and / or correcting errors
- Monitoring tax and labour legislation, company and local policies and implementing changes and / or correcting errors
- Submitting of monthly wage tax reports to the tax authorities and the payment of wage tax to the tax authorities
- Submitting of reports to Social Insurance Office and ensure correct payment and reporting of social insurance charges
- Transfer (salary) costs to the different cost centers and monitoring / analysis of the relevant balance sheet and general ledger accounts
- Transfer of payroll and other salary related payments to appropriate bank accounts
- Month end consolidation and reconciliation of data. Payroll reporting to meet internal and statutory obligations.
- Ensure all agreed payroll control are in place before payroll is approved
- Liaising with staff and management on payroll related queries
- Act as an expert in complex tax and relevant labour law and other staff regulations
- Maintenance of payroll system and absence management system
- Pro-active role in development and improvement of payroll procedures, processes and system, assessing the consequences of changes

## PL region specialists

- Broad understanding of Poland wage tax, social securities and legislation
- HR systems TETA, WorkDay, Platnik

## Capabilities/Soft Skills:

- Proactive attitude and ability to work with minimal supervision
- Ability to work under pressure and to tight deadlines
- Accurate and detail conscious, able to quickly spot errors in data and respond with clarification and explanation
- Relationship management capabilities
- Able to multi-task in a fast-paced environment, successfully meeting required deliverables

## Specific skillset:

### EMEA region specialists

- Broad understanding of EU wage tax, social securities and legislation
- HR systems like WorkDay



# Zoom at

# HR admin specialist

## Role overview:

End to end operational HR process and all transactional work within HR People Services



### Expertise:

- Processing of change requests and data regarding core HR processes: joiners, mover and leavers
- Query handling and delivery of general information to employees, maintenance of the individual personnel files
- Health and Safety procedures, sickness administration and contacts with the social security authorities
- HR management support



### Capabilities / soft skills:

- Attention to detail
- Independency
- Stakeholder management
- Problem solving
- Communication & negotiating skills



### Role specific knowledge:

- Sound technical and professional HR knowledge together with a good business and commercial awareness
- Good understanding of wage tax, social securities and employment legislation
- Benefits expertise
- Knowledge of HR systems WorkDay



### Talent pool: 4

Experts only

**Availability:** 3 employees end of Q3 2025,  
1 employee end of Q1 2026



# Zoom at: HR admin specialist

## Responsibilities/tasks:

- Processing of data changes (individual line manager or employee requests or collective requests) confirmation of changes via employment contracts and confirmation letters
- Processing of data in the HR systems/databases according to the procedures and the HR control framework. Ensure the relevant HR database is up to date, accurate and complies with legislation
- Processing of data in the payroll database in a timely fashion to make sure that the payroll team can process all information for a correct monthly payroll
- On-boarding / new-joiners process: drafting of job offer, pre-employment Screening, drafting the employment contract and the HR induction for new employees
- Movers process: processing manager requests for transfers, new positions, promotions and all other relevant changes
- Leavers process: processing standard outflow (resignation and dismissal) and collective outflow (via the social plan)
- Providing relevant information to HR Advisors and Managers regarding HR administration processes and procedures, employee benefits etc.
- Employee query handling and general information on benefits and policies
- Owning of standard Health and Safety procedures, sickness administration and contacts with the social security authorities/Health and Safety organisation
- Benefits administration and registration
- Maintenance of the individual personnel files and archive
- Contributing to the maintenance and development of new and existing HR processes, procedures and policies

## Specific skillset:

- Sound technical and professional HR knowledge together with a good business and commercial awareness
- Good understanding of wage tax, social securities and employment legislation
- Benefits expertise
- Knowledge of HR systems WorkDay

## Capabilities/Soft Skills:

- Proactive attitude and ability to work with minimal supervision
- Ability to work under pressure and to tight deadlines
- Accurate and detail conscious, able to quickly spot errors in data and respond with clarification and explanation
- Relationship management capabilities
- Able to multi-task in a fast-paced environment, successfully meeting required deliverables



# Zoom at **HR Business Partner**

**Role overview:** Strategic advisor who contributes to the development and delivery of the business's people plan to deliver business strategy. Main aim of this role is to advise business leaders on people strategy, resourcing, organisation design and organisational change, engagement and culture, talent and succession, reward and performance management, capability, and workforce planning.



## Expertise:

- Translating and delivering business's People strategy
- Contributing to the development and delivery of the business's Talent Acquisition strategy
- Agreeing and delivering a fit for purpose HR service catalogue into the business
- Providing thoughtful advice, counsel and decision support to the business regarding HR
- Professional resourcing and successful delivery and management of a recruitment market for a specified role type or business area
- Relationship management in a complex, commercial environment
- Displaying behaviours in line with internal framework



## Talent pool: 3

Split per experience  
Experts only

**Availability:** end of Q1 2026



## Role specific knowledge:

- Understanding of financial and operational planning.
- HR theories, models and practices
- Employee selection methods
- Resourcing and supplier models
- Relevant legal policies, regulations, and risk management



## Capabilities

- Strategic Thinking – Ability to align HR initiatives with business goals.
- Employee Relations & Engagement – Expertise in fostering a positive work environment.
- Talent Management & Workforce Planning – Skills in recruitment, development, and succession planning.
- Change Management & Organizational Development – Leading HR initiatives that drive business transformation.
- Data-Driven Decision-Making – Using HR analytics to guide workforce strategies.



# Zoom at: HR Business Partner

## Responsibilities/tasks:

- Act as the primary interface between HR and the business
- Support and advise business stakeholders on people policy, supporting resolution of more complex people queries.
- Enable sound decision making and maximise performance through people.
- Deploy agreed key people measures, identify trends and make recommendations to the business area and the HR leadership team to drive employee engagement levels.
- Deliver services through the agreed consistent and functionally aligned operating models and the appropriate channels, effectively leveraging the full HR model.
- Contribute to the design and delivery of strategic people projects and programmes into the business.
- Provide an exceptional candidate recruitment experience, making sure that candidates are fully supported throughout the recruitment process.
- Manage the demand plan for the business, ensuring that the associated hiring plan is delivered in line with the business's needs.
- Analyse the challenges the business is facing in the marketplace and put in place the best methods of attraction to source the highest quality candidates.
- Provide consultative recruitment expertise, support, and advice.
- Identify and drive cost efficiency and continuous improvement initiatives across all talent acquisition processes.
- Support the redeployment and outplacement process.
- Own, manage and supervise the people risks which exist in your business, ensuring mechanisms are in place to identify, report, manage and mitigate risk within a defined risk appetite.

## Capabilities/Soft Skills:

- Planning, organising
- Time management skills
- Stakeholder management at manager or senior level
- Social influence
- Effective Communication



# Specific Tasks

In many organizations, while not always performed by key roles, there are tasks which play a significant part in the overall operations cycle of the company. Such tasks and its importance cannot be underestimated, and the skillset related to its execution should be additionally highlighted.

Therefore, as a response to market demand there are prepared detailed descriptions of specific activities performer by NatWest Poland employees.

Modelling



# Zoom at: **Modelling**

Across the organisation there are experts divided among various teams who perform tasks related to building, running, validating and back testing various types of models.



**Working with CCR (counterparty credit risk) Models:** Performing simulations, modelling of collateral, and calculations of credit-related quantities such as EAD – and testing their output by setting up and analysing tests which modify their behaviour.



**Assisting other teams involved in modelling:** performing backtesting and statistical investigations

**Building and Running statistical / econometric models** in order to project the bank's balance sheet and income stream.



**Model Development and Validation:** Oversight on model assurance activities performed by model development teams for organisation-wide pricing models. Deliver of high quality reviews (initial validations, periodic and ad-hoc re-validations, periodic reviews). Development of programming libraries for pricing model validation purposes.



# Zoom at: **Modelling**



## Modelling related knowledge & skills:

- Math expertise at PhD level
- General economics / finance / banking industry knowledge
- Complex derivatives pricing (SPD, rates, xVA, credit, FX, eFX) methods
- Understanding machine learning and AI models
- Financial knowledge of CCR, in particular collateral modelling,
- OLS regression / Logit regression
- Panel data regression
- ARDL regression
- Principal Component Analysis (PCA)
- Time series modelling (ARIMA / ARMA)
- Various classification models (e.g., Decision Trees, XG Boost etc.)
- Monte Carlo simulations
- Hypothesis testing and model diagnostic tests running.
- Back-testing



## Technical Competencies:

Python, C++, Latex, R programming for validation libraries building, Git solution, GitLab, Cloud solutions, Understanding machine learning and AI models, R, AWS, PySpark, E-views, Tableau, SQL, SAS EG, VBA, JIRA, PyCharm, Oracle business objects, Visual studio



## Soft skills

- leading or co-leading expert panels
- model risk team engagement
- managing the regulatory side by writing reports and meeting with members of the Prudential Regulation Authority
- project management
- structured trainings delivery
- pioneering and high level of independence
- strong verbal and written communication skills
- presenting the work results to stakeholders
- time management
- working under time pressure
- ability to focus despite changing tasks.
- working on unstructured tasks





NatWest  
Group

**Benefit**

from our experience

