

Global Markets First Line Operations Governance Manager

The First Line Operations Governance Manager will play a pivotal role in advancing the designated governance framework. This position is part of the team responsible for the establishment of a company-wide Internal Control System, and ensures robust and connected end to end governance by driving continuous improvement through policy development, review, and application, process optimization and analysis of the controls environment.

Responsibilities:

Internal Control System Development

- Taking a leading role in the establishment and enhancement of a comprehensive, risk-based and business-led Internal Control System across the company
- Review and challenge the design, operationalization and testing results of controls to ensure they meet the defined standards, and identify necessary action and areas of improvement
- Lead training efforts to upskill policy and control activity owners
- Guide the evaluation and establishment of a company-wide Governance, Risk, and Compliance (GRC) solution including reporting on the effectiveness of the Internal Control System

Governance Framework Oversight and Development

- Provide insights, advice and challenge, and actively contribute to the existing governance framework improvement activities
- Spearhead the development of policies and standards, including tailoring them to local requirements where necessary, in collaboration with the local business
- Be part of policy working groups with a focus on ensuring end to end feasibility as part of policy and standard development, review, and approval
- Collaborate with first line and assurance functions to align accountability and ownership with business processes and decision taking
- Maintain strong communication and collaboration with other first line functions to support them in fulfilling their governance duties

Process Review and Improvement

- Conduct thorough reviews of existing processes with a focus on controls that are risk based and proportionate, enhancing automation, and improving efficiency
- Lead initiatives to continuously improve processes and the efficiency and effectiveness of the control environment
- Perform detailed analyses of areas with recurring weaknesses and recommend corrective actions
- Execution of targeted reviews of critical processes with an emphasis on resilience and continuous improvement of the Internal Control System environment

Qualifications

- Proven experience in governance, risk management, and internal controls
- Strong knowledge of regulatory requirements concerning corporate governance and policy frameworks and their application

- Strong analytical and problem-solving skills
- Ability to lead and drive change across multiple functions
- Excellent communication and stakeholder management skills
- Experience in process improvement and automation

Personal Attributes:

- Detail-oriented with a strong focus on delivering high-quality outcomes
- Proactive and able to challenge the status quo constructively
- Collaborative and able to work effectively with diverse teams
- Solution oriented and persistent mindset

In today's world, what do we stand for?

We strive to create exceptional value for our clients and shareholders while maintaining Sampo as an attractive place to work. We foster an environment of ongoing, open dialogue between managers and their direct reports, and believe in an organizational environment where everyone belongs. We proudly are a multi-racial, multi-cultural, global enterprise. We reject all forms of racism, bigotry, prejudice and injustice and continue to invest in building out an inclusive and diverse work environment.

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Unwavering commitment.

We're Sampo, a global provider of property, casualty, and specialty insurance and reinsurance. Building on Sampo Holdings' 130 years of innovation, we're committed to applying all of our experience to simplify yours.

Our dedication to you shows up in the care we put in every detail, working to create a frictionless risk management journey for everyone we serve.

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