



Guernsey Financial  
Services Commission

## Job Description

Name:	TBC
Title:	Technical Specialist (Banking)
Division:	Banking and Insurance Division
Reports to:	Deputy Director/Commission Actuary
Updated:	January 2025

### Background:

The Banking and Insurance Division (“BID” or “the Division”) is responsible for the prudential and conduct supervision of firms that are licensed in the Bailiwick of Guernsey (“the Bailiwick”) by the Commission as banks, insurers, insurance managers and insurance intermediaries, and those licensed under the Lending, Credit and Finance Law.

The Commission is looking for a Technical Specialist (Banking) who has knowledge of the Basel III standards and can evidence experience in identifying and managing risks of banks (e.g., liquidity, market, credit). The successful candidate will have demonstrated experience in one or more complex activities as follows: financial analysis, risk management, treasury, compliance, trading. (Complex activities would include those that are multi-dimensional, confidential, sensitive, affecting many stakeholders, precedent setting, and/or impactful for the services or programs delivered by the firm.)

### Principal Duties and Responsibilities:

#### General

1. Working to ensure the Commission delivers high quality prudential, financial crime and conduct regulation within the Bailiwick of Guernsey including facilitating innovation and discouraging poor quality ventures.\*
2. Assisting to protect and enhance the Bailiwick’s international reputation\* within the financial services sector in order to promote a regulatory environment in which good firms do good business.\*
3. Assisting with delivering PRISM risk based supervision, enforcement and policy creation.\*

#### Supervisory Skills

4. Assisting with the implementation of the Commission’s Balanced Scorecard, formulating plans for achieving business objectives over a performance period, anticipating potential problems, and taking pre-emptive action.

\*Quoted from Mission Statement

5. Being involved in the consideration of difficult cases which may require some form of regulatory action, including, but not limited to, formal enforcement measures.
6. Advising on and assisting with the handling of applications for licenses, products and exemptions.
7. Day-to-day supervision including handling and considering notifications and submissions made by licensees under the Law (including, for example, changes of control, changes to directors, surrender of licences) and any other information which might affect their continuing to meet the licensing criteria.
8. Demonstrating initiative, proactivity, as well as pragmatic decision making and leadership.
9. Leading with aspects of on-site supervision where necessary including:
  - Planning and co-ordinating firm-specific visits, Internal Sector Reviews and Thematic reviews.
  - Identifying matters to raise with licensees.
  - Leading visits, according to the nature of the visits and the skills and experience required.
  - Reviewing post-visit feedback by Senior Analysts and Analysts and following up on matters raised (responsibility shared with the Assistant Directors and Deputy Directors).
  - Consideration with the Division management team of findings and trends emerging from on-site visits and developing the structure of the on-site programme as necessary.
10. Identifying and monitoring risks (including new and emerging risks) affecting the banking sector in the Bailiwick and preparing briefings and/or reports to the Division on issues identified.

#### Communication and Written Skills

11. Communicating in an accurate, clear, and concise way, and tailored as necessary to the audience.
12. Investigating and responding to complaints about licensees/applicants (shared responsibility with other members of the divisional management team), and referral and co-operation with the Commission's Conduct team.
13. Attending and chairing meetings in a clear and professional manner.
14. Acting as a contact point for enquiries from licensees, regulators, other professionals, and members of the public. Cooperating and exchanging information with other third-party supervisors in a timely and effective basis. Representing the Commission at meetings with relevant parties.
15. Representing the Commission in an official capacity both internationally and locally, as needed, including conducting training and regulatory workshops in Guernsey for local businesses and their professional advisers and making presentations to industry groups and governments.
16. Liaising with staff across all divisions and building a culture that encourages two-way discussions where information is shared, as appropriate, at all levels.

### Professional Excellence and Cooperation

17. Leading internal projects and/or initiatives such as supervisory processes, statistical exercises or reviews of procedures.
18. Taking responsibility for updating own professional and technical knowledge including, for example, reading technical publications and generally keeping up-to-date with developments within the banking sector.
19. Representing the Commission, developing career, and enhancing skills by attending appropriate training courses, conferences, workshops, and seminars.
20. Supporting staff and contributing to their development by providing advice and guidance where required.
21. Ability to work in a team with staff of various levels of experience and seniority.
22. Participating, as a member, in the Commission's Risk Governance Panels.
23. Making constructive recommendations for change and improvement of current systems architecture, workflow and document storage and assisting in the implementation of change.

### Other

Any other duties or responsibilities as may be required from time to time in context with the job and in relation to the services provided by the Commission, Division, Unit, or function.

*This job description is provided as an outline of the duties and responsibilities of the post holder and will be reviewed annually in accordance with the Commission's annual appraisal process and / or in the light of any service developments or changes.*