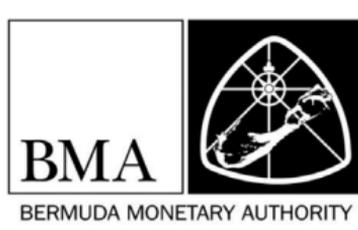


Bermuda Monetary Authority is committed to attracting and developing the best people who are dedicated to providing exceptional service.



Chief Policy & Strategy Officer

The Bermuda Monetary Authority (Authority or BMA) are seeking the services of an experienced and qualified team member to lead both the Strategy and Policy functions for the Authority. This will include the oversight of the annual strategic planning process to identify and execute opportunities to enhance the Authority's capacity for sustainable success.

The Chief Policy & Strategy Officer (CPSO) will assist the Executive and senior management to evaluate market forecasts and long-term trends, jurisdiction comparisons, political intelligence, cross-functional business processes, business model innovation and formulating the corporate vision and strategies. They will be responsible for the synchronisation of team strategies across the Authority and assist with interpreting long-term plans into short-term projects and the ongoing monitoring of the progress of implementation and goal achievement. This will include regulatory strategy and will be accomplished by facilitating discussions, providing guidance, and ensuring that interdepartmental interdependencies are taken into account and addressed.

The CPSO will oversee ensuring effective policy development to support the BMA's Strategy. As a member of the Executive, they will support the effective management of resources, delivery of quality service and a caring operational environment committed to integrity and excellence.

This is a key role for the Authority and the post-holder will be responsible for but not limited to:

- Contributing to the overall management and policy direction of the Authority
- The end to end development and progress monitoring of the BMA's inclusive strategic planning process, introducing modern approaches to facilitate staff engagement at all levels, and ensuring the process is robust, leading to clear goals, strategies and objectives to support the BMA's Mission effectively, the CEO's Vision and the Authority's capital plan
- Collaborating with senior management on the implementation of the Authority's strategic initiatives, guiding regulatory strategy and activities, and identifying strategic risks
- Serving as a liaison between the Authority and stakeholders in developing the strategic initiatives and identifying strategic partnership opportunities
- Managing the Board reporting process, including key strategic initiatives
- Managing the BMA's Policy function, promoting effective collaboration between the supervisory support departments in the areas of policy, legal services, enforcement and the supervisory departments to facilitate effective and efficient policy development
- Ensuring that the Policy function engages in robust consultation and general dialogue with external stakeholders (licensees, service providers, relevant Government agencies, etc.)
- Providing advice on strategic matters as they relate to the regulatory framework and operations of the Authority and to the CEO, the DCEO and senior management in defining and refining the strategy and operating framework
- Collaborating with senior management in the development and execution of the Authority's strategy and policy, ensuring suitable metrics are in place to measure performance and progress, and that strategic initiatives are aligned with the BMA's core mandate, stated vision, goals and priorities
- Engaging the relevant Departments to ensure strategic initiatives have clear underlying logic, which is well understood by affected stakeholders, and providing critical feedback on execution plans to ensure successful implementation
- In coordination with key staff, engaging external stakeholders on their views of the reasonableness and efficacy of the Authority's strategic initiatives and utilise the information, as necessary, for continuous improvement as well as ensuring development and sustainment of strong relationships with industry and government stakeholders
- Building and managing relationships with international standard-setting organisations and foreign regulatory bodies to identify global best practice regulatory practices and education and advocacy in regards to the Authority and the jurisdiction
- Actively contributing to international regulatory standards via participation in key strategic and drafting committees of international regulatory standard-setting organisations for which the Authority holds membership
- Supporting organisation-wide planning, development, communication activities and monitoring execution of Authority wide initiatives, as needed
- Directing the preparation of reports of findings of the area(s) reviewed to convey information to the CEO and Board of Directors (where appropriate) concerning initiatives, regulatory policy and related matters
- Representing the Authority at various local and international meetings, conferences, seminars, meetings and information exchanges and developing and maintaining key relationships with other relative regulatory bodies, government agencies and the financial services industry
- Participating on the Executive, Risk, and Enforcement Committees and other internal committees of the BMA, as requested
- Performing other related work and special projects, as assigned by management, as per competencies associated with the post

The position requires a proven technical and business background. Therefore, the post holder should have:

- A Master's Level Degree or relevant equivalent qualification in Strategy, Public Policy and/or Administration, International Relations or Business Administration from a recognised institution or professional body
- A minimum of fifteen (15) years relevant post-graduate experience of which at least five (5) years should be at a senior level in the area of strategy, policy development and international affairs/administration within the financial services business or regulatory body
- A sound understanding and knowledge of financial service regulations and a proven track record of effectively interacting with diverse stakeholders, including executives, public officials, boards of directors, and international entities
- The ability to be collaborative and diplomatic, who is proactive, inspiring, outcome-driven and resourceful
- The aptitude of being a strategic thinker with a strong commitment to the implementation of a growth strategy and organisational effectiveness
- Superior problem-solving abilities with excellent managerial and interpersonal skills
- The ability to work well under pressure with tight deadlines and multiple priorities
- A proven track record of utilising their strong administrative, organisational and project management skills
- Excellent written and verbal communication skills, including presentation and facilitation skills
- Excellent listening and people skills

Candidates with current regulatory/supervisory experience along with devising strategies to address regulatory challenges, and experience participating in and managing relationships within international regulatory standard-setting organisations are strongly preferred.

Bermuda Monetary Authority is the integrated regulator of the financial services sector in Bermuda. We offer the opportunity for broad exposure to international regulatory issues, special projects and a variety of work experience.

If you are looking for a challenging opportunity in a team environment, we invite you to submit your application online via our 'Careers at BMA' page at www.bma.bm. Applications for this position must be received no later than **25 March 2022**.

Bermuda Monetary Authority is an Equal Opportunity Employer.

Individual Excellence...Collective Strength

Protection ■ Integrity ■ Accountability ■