

Careers, by BUTTERFIELD.



Step up.

At Butterfield, we provide full-service community banking and specialised international financial services. Operating in multiple jurisdictions, we focus on results, value relationships, and celebrate success. If this sounds like your kind of company, then consider this opportunity to become part of a collaborative team of professionals at a world-leading, independent offshore bank and trust company.

Vice President, ESG & Group Policy

The Vice President, ESG & Group Policy is responsible for managing Butterfield's overall policy architecture, with a specific area of focus on the coordinated execution of the Environmental, Social and Governance (ESG) programme. The incumbent will work across business segments, lines, and jurisdictions to ensure that Butterfield's policies are fit for purpose and demonstratively successful in delivering legal, regulatory, risk and sustainability target outcomes. The role will have a dual reporting line to the Group Head of Operational Risk & Compliance and the Group Head of Marketing & Communications.

Your responsibilities will include:

- Establish a clear, prioritised activity roadmap that successfully delivers Butterfield's ESG strategy and ambitions, including changes in policies and/or processes, alignment with external benchmarks, and proactive engagement with external stakeholders.
- Coordinate ESG-related activities across the organisation (e.g., ESG website and collateral, annual integrated disclosures, etc.) and develop the internal infrastructure to ensure systematic and accurate collection and reporting of key KPIs, and to proactively identify new KPIs required.
- Take ownership of specific ESG initiatives that are Corporate Management led.
- Partner with Communications, Investor Relations and Group Finance & Regulatory on appropriate external communications regarding the company's ESG strategy and progress.
- Engage with the broader ESG community to build partnerships, share best practices, and communicate across the business to inform and educate. Specifically, ensuring that key stakeholders understand the role that they (and/or their teams) play in ESG.
- Develop and implement an overall policy architecture for Butterfield and manage the process to periodically and systematically review and update Butterfield's policies.
- Ensure that individual policies are: aligned to the Group's risk, business, and strategic goals; are mutually exclusive and collectively exhaustive; simple, concise and easy to understand and implement. Simplifying the structure and presentation of existing standards where possible.
- Identify opportunities for improved efficiency, customer service and harmonization.
- Establish standardized governance mechanisms for recording the regulatory or legal basis for policy decisions, ensuring that requirements can be mapped against jurisdictional requirements.
- Implement an exception process to ensure this is addressed consistently and measurably.
- Develop a central policy and procedure inventory programme to monitor and ensure periodic assessment in alignment with regulatory and policy requirements.
- Develop a centralised governance process to ensure standards are monitored and adhered.

Your qualifications and skills include:

- University degree with at least ten years' practical experience related to sustainability and/or corporate compliance and governance.
- Good understanding of using policy and procedure as a control lever.
- Pragmatic outcomes driven approach and a nose for value.
- Demonstrated experience in working with multiple stakeholders to successfully execute action plans.
- Ability to influence at senior levels across the organization.
- Strong problem-solving skills with high levels of motivation, initiative and energy.
- Effective written and oral communications, with the ability to adjust style to different audiences and purposes, and excellent computer skills. High ethical standards with the ability to handle confidential information with absolute discretion.

About the team

Marketing & Communications manages both internal and external communications and plays an integral role in providing direction and support for the promotion of the Bank's products, services and community activities including sponsorships, advertising, events, media and community relations.

Operational Risk works across the Group using risk assessments to identify and measure the risks the Bank incurs in the delivery of its products and services and the effectiveness of the controls we use to manage those risks.

Why Butterfield?

The Butterfield experience is enhanced by robust learning and development opportunities, comprehensive benefits, and preferred rates on a variety of proprietary financial services. Guided by our core values—approachable, collaborative, empowered and impactful—we provide a respectful environment where the diversity of our employees and the talents and experiences they bring are celebrated and valued. With a 160-year tradition of service excellence, we empower individuals to achieve their goals and make a positive impact on our business, our clients and our communities.

Does this sound like you?

All applications should be forwarded via e-mail to resumes@butterfieldgroup.com.

Closing date:

Monday, 5 December, 2022

Let's start a conversation.



butterfieldgroup.com

