

Career Opportunities: Risk Officer (441)

Requisition ID 441 - Posted - **Barbados**

The Caribbean Development Bank (CDB or the Bank) is seeking to recruit a national from its member countries to fill the position of Risk Officer in the Office of Risk Management. The successful candidate will be based at CDB's headquarters in St. Michael, Barbados.

THE DEPARTMENT

The Office of Risk Management (ORM) assumes responsibility for the design and administration of the Bank's risk measurement, monitoring, and control functions. ORM is headed by a Chief Risk Officer (CRO) with responsibility for the development and management of an effective risk management framework. In carrying out its work, ORM has to ensure balance and attainment of three key goals simultaneously:

1. Delivery of 'core' responsibilities, which include - risk identification, measurement, methodology, approvals, monitoring, reporting, limit setting and controlling in an efficient, accurate, timely and cost-effective manner;
2. Delivery of 'value-adding' support, including technical and strategic, advisory, report and data analysis and interpretation, which is actively sought and used by the business and senior management;
3. Daily and on-going management of the enterprise risks facing the Bank as these evolve.

THE ROLE

Reporting to the CRO, the Risk Officer will assist with the operationalisation of the framework within various departments to consistently and comprehensively identify, measure, monitor, mitigate, and report enterprise risks. The Risk Officer will provide support for the formulation of CDB's policies, guidelines and practices on risk management.

KEY RESPONSIBILITIES

The Risk Officer will be required to:

1. Contribute to drafting as well as following policies, guidelines and processes to identify, measure, mitigate, and monitor, the full spectrum of financial and non-financial risks at CDB;
2. Contribute to establishing as well as following the requirements for effective implementation and maintenance of enterprise risks utilizing in-house and appropriate industry tools;
3. Establish reporting requirements; report frequently and comprehensively on the full spectrum of enterprise risks facing CDB with proposed effective mitigation controls;
4. Define parameters and embark on extensive financial and non-financial modelling exercises to guide the organisation's strategic planning and future policy initiatives;
5. Conduct rigorous stress testing and scenario analysis on an ongoing basis to better understand gaps and CDB's preparedness to mitigate anticipated and unanticipated enterprise wide risks;
6. Design and participate in targeted organisation-wide training and awareness sessions on an on-going basis;
7. Develop a good working relationship with other departments to safeguard "buy-in", participation, ownership and implementation by all areas of the organisation;

8. Select, implement and maintain analytical enterprise wide systems to enhance the timeliness, completeness, and accuracy of information provided to end-users via report automation, query access to data, and/or intranet reporting solutions;
9. Complete enterprise wide risk assessment of projects and other organisation-wide initiatives to guide the organisation;
10. Participate in the analysis of risks in country, private and public project appraisals; and attend and contribute to divisional and departmental discussions to support the Risk Manager;
11. Act in a supervisory role providing guidance, leadership and support to the Risk Analyst;
12. Embark on other enterprise wide projects, initiatives and activities as directed by the CRO

QUALIFICATIONS

The Ideal candidate for this role must have:

- A post-graduate degree in a numerate discipline.
- Five (5) years' sound credit risk experience
- Experience in the use of risk quantitative techniques
- Proven ability to conduct research, data analysis and mathematical modeling

Multilateral Development Bank exposure would be considered an asset.

COMPETENCIES

Function-Specific Competencies

The Risk Officer must demonstrate:

- An understanding of risk management principles, methodologies and tools, and governance principles and activity in a financial services environment.
- Good understanding of financial and non-financial risk data aggregation; trending; management and analysis.
- Relevant financial services sector, macro-economic and developmental experience.
- An understanding financial and non-financial risk characteristics including the scoping and development of risk monitoring, reporting and key risk indicators
- Project management and sovereign expertise.
- Strong written and verbal communication skills with proven ability in communicating with senior managers.
- Strong communication and relationship building skills.
- Strong quantitative, mathematical, modelling and statistical skills.
- A good understanding of regional and international financial regulatory developments.
- Strong excel macro skills.

- Strong initiative, entrepreneurial, innovative and value added skills.
- Supervisory and leadership skills.

Behavioural Competencies

Competency	Definition
Acting as a Champion for Change	Actively identifies problems and opportunities for change and implements solutions where appropriate. Maintains effectiveness when experiencing major changes in work tasks or the work environment; and supports people in their efforts to try new things.
Acting Decisively	Moves quickly to make decisions and commits to a clear course of action; comfortable making decisions based on partial information; willing to take risks in order to maintain momentum; shows a strong bias toward action.
Acting Strategically	Aligns day-to-day activities around broader organisational goals and objectives; prioritises resources based on the strategic objectives of the organisation; recognises and rewards people based on how their actions support the broader needs of the organisation.
Championing Customer Needs	Calls attention to issues that impact customer satisfaction; views situations from the perspective of customers; encourages people to think about customers when making decisions and develops and sustains productive customer relationships.
Communicating Effectively	Consistently communicates with clarity and thoroughness to optimise audience understanding. Communicates information in a clear, concise, and timely manner. Demonstrates effective speaking and presentation skills.
Delivering High Quality Work	Critically reviews work processes to ensure quality; addresses problems that could impact quality; makes sure project deliverables and services meet all requirements and expectations; does not make the same mistakes twice.
Displaying Technical Expertise	Keeps his/her technical skills current; effectively applies specialised knowledge and skills to perform work tasks; understands and masters the technical skills, knowledge, and tasks associated with his/her job; shares technical expertise with others.
Driving for Results	Bottom-line oriented and pushes self and others to achieve results. Keeps current on project status; makes sure people are aware of project status and what they need to do to keep things moving; redirects project resources and activities to overcome setbacks; elevates project concerns to senior levels of leadership when appropriate.

TERMS OF APPOINTMENT

This role is a full-time position with the successful candidate being contracted on a two-year basis in the first instance, with the possibility of renewal. The salary is competitive and commensurate with qualifications and experience. The benefits package includes a pension plan, life and medical insurances.

Before you proceed to apply, please consider the following requirements:

- You must be a national of one of CDB's member countries.
- You will be required to produce evidence of any educational and professional qualifications to support your application if you are selected for an interview.
- All appointments are subject to satisfactory background checks and references.

CDB fully respects the need for confidentiality of information supplied and assures you that we will not discuss your background and interest with anyone including references, without your prior consent.

The deadline for submission of applications **August 2, 2022** at 11:59 pm AST.

The organisation requires a COVID-19 vaccination for in-person business at the Bank's headquarters. Therefore, everyone working in HQ is required to present proof of vaccination status upon hire unless they qualify for a medical or religious exemption, subject to the Bank's approval.

The Caribbean Development Bank is an equal opportunity employer and values diversity. We encourage all qualified candidates to apply regardless of their racial, ethnic, religious, cultural background, gender, sexual orientation, or disabilities. Women are strongly encouraged to apply.

The Bank provides reasonable accommodation to individuals with disabilities who participate in the job application or interview process. Please contact us to request such accommodation.

