



HEAD OF CAPITAL MARKETS

CANDIDATE INFORMATION PACK

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About fscom

We are one of the leading specialist professional services firms providing governance, risk and compliance (GRC) advice to the financial services sector in the UK and Ireland. Over the last twelve years, we have built a reputation for providing high quality advice to our clients, delivered by some of the leading subject matter experts in the industry.

From our Head Office in Belfast, fscom has worked with some of the leading clients in the banking, capital markets, crypto, fintech, fund and asset management, payment, and FX sectors. Our focus on being the leading subject matter experts in our field means that we have become widely recognised as the premier compliance consulting firm to the financial services sector.

As a challenger consulting practice, we have ambitious plans to grow the firm by expanding into new GRC related services, exploration of new industry verticals within financial services, and an extended footprint in Ireland. Our strategic move towards growth was significantly bolstered in October 2022 when we forged a strategic partnership with one of Europe's leading growth investors, Bridgepoint. This partnership points to the quality of our team, our proven track record of growth, the strength of our corporate governance, and the credibility of our future growth plans. With this investment, fscom is positioned to double in size over the next three years by venturing into new markets, offering new services and growing the core team.

Vision, Mission, and Values

Our Vision

- We aim to be the leading governance, risk and compliance consulting firm to the financial services sector in the UK and Ireland by providing excellent service to our clients and fulfilling careers for our people.

Our Mission

- We are a specialist consulting firm providing governance, risk and compliance solutions to financial services institutions.
- We work in partnership with our clients to become their trusted advisor.
- We deliver outstanding client service which spans advice, assurance, due diligence and managed services.
- We provide fulfilling careers and professional development for our high performing team.
- We strive to achieve excellence and financial discipline in everything we do so we can continue to grow.

Our Values

- Client focus
- Expertise
- Collaboration
- Experience

The Role

The Head of Capital Markets will be responsible for building out our Capital Markets Sector in parallel with our Banking, Fund and Asset Management, Payments and Crypto Sectors, reporting through to our Head of Sectors Lead.

Core Purpose

Responsible for the development of their sector area, building a network of sustainable clients for contributing to the expansion of fscom services and delivery.

Key Responsibilities

- Building the fscom brand within the Capital Markets Sector, driving business development with strategic oversight of client solutions and build out of services to enable fscom to become the leading GRC consultancy across UK and Ireland.
- Provide, communicate and execute on developing and driving the strategic direction for the sector and leading the development of the strategic business plan in line with the overall company business and financial plans.
- Be the subject matter expert in the impact of market trends, economic and regulatory change and how this impacts our clients to provide value added solutions across our service lines of advice, authorisations, advisory and managed services.
- Key account management and target account management, relationship building and networking with current and potential clients for value and return.
- Delivering on sales targets aligned to strategic growth, identifying sales opportunities across our other sector and service lines enabling cross selling opportunities across the full remit of fscom services.
- Providing high level technical support and Quality Assurance to the delivery team.
- Working closely with the Head of Consulting Operations and Service Leads to develop and deliver the new sector and service offerings.
- Leading on the development and delivery of fscom's thought leadership in the sector area, working closely with Head of Marketing to maximise on marketing and BD specific activity.
- Be a key contributor across the senior leadership team with wider firm management as and when required, role modelling the company values and providing peer support to other practice leads.

The Person

The Head of Capital Markets requires an exemplary role model, who has broad experience as a consultant and subject matter expertise to drive the Capital Markets sector to new clients and new geographical locations.

ESSENTIAL CRITERIA

- A minimum of 10 years' experience of leading significant engagements, developing and implementing strategy.
- An experienced consultant, with a strong network of client and industry contacts with key understanding of the client landscape and prospective client approach and build.
- Proven experience of extensive self-led revenue generation, extensive sales experience including outbound sales (>£1m pa).
- Extensive understanding and technical knowledge of the market trends and factors affecting the investments landscape in capital markets. In depth understanding of relevant regulatory regimes and the approach of financial services regulators.
- Proven experience in sector development and building expertise within teams for delivery to clients.
- Proven ability to manage and resolve customer service escalations in a high risk and high complexity environment.
- Understanding of the regulatory and industry trends in UK financial services and the impact for managed services practices.
- Strong commercial mindset and proven experience of P&L management.
- Confident, articulate, exceptional presentation skills.
- Able to build trust and credibility with individuals internally and externally.
- Effective communicator with a track record of successfully building relationships and trust across different geographies and cultures.
- Results orientated with determination to deliver against results and KPIs.
- Very driven, seeking a challenge, comfortable with aggressive growth plans.

DESIRABLE CRITERIA

- Experience of selling to large financial services institutions.
- Experience of selling larger projects (£50k+).
- Experience of on-selling implementation work (3 to 12 months in duration).

The Package

Remuneration

fscom offers a competitive compensation package.

Location of Post

This role may be located anywhere in UK, but proximity to London, Belfast or Dublin is preferred. The post holder will be expected to attend the Head Office in Belfast regularly and travel across the UK and Ireland for the servicing of clients as and when required.

The Process

To apply: If the idea of joining the team and helping chart the next steps of our journey excites you, please submit an up-to-date CV to careers@fscom.co

To facilitate shortlisting, you are asked to ensure you address the core shortlisting criteria in your CV.

Equal Opportunities

fscom is an Equal Opportunities Employer, and we wish to ensure that all candidates can participate fully in the selection process. We aim to select the best person for the job and all recruitment decisions are made objectively.

An Equal Opportunities Monitoring Questionnaire has been attached with this pack. Please complete and return this form to alison.magee@fscom.co

Please be assured that this information is viewed by the Monitoring Officer only. Any information provided will be treated in a confidential manner.