



**HEAD OF CONSULTING - IRELAND**

**CANDIDATE INFORMATION PACK**

# CONTENTS

Vision, Mission, and Values.....	4
Our Vision.....	4
Our Mission.....	4
Our Values.....	4
The Role .....	5
The Person .....	6
The Process .....	7

## About fscm

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, fscm 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, fscm is positioned to double in size over the next three years by venturing into new markets, offering new services and growing the core team.

Our people are at the heart of our success, and the key contributor delivering on our ambitious expansion plans. Diversity Equity and Inclusion is key to our recruitment and company strategy, we were awarded Bronze Diversity Mark accreditation in 2020 following an independent assessment of our commitment to advancing Diversity and Inclusion. We are also members of the Association of Professional Compliance Consultants and adhere to the Code of Ethics.

## 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

We are seeking a Head of Consulting to join our scaling business and team. This is an exciting time to be joining fscom and be part of a successful, thriving business. Reporting to the Head of Sector, this position is a key and integral role as part of our overall company strategy to build out our services and sectors across Ireland:

### Key Responsibilities

- Building out our client base in Ireland from a strong platform and with significant relationships already established in Ireland. Maintain strong relationships with key clients. Understand their business challenges, objectives, and provide strategic guidance and solutions that address their needs. Ensure high levels of client satisfaction and retention.
- Lead business development efforts to acquire new clients and expand existing accounts. Participate in client meetings, presentations, and proposal development.
- Be responsible for representing fscom to our five target sectors (funds and asset management, banking, capital markets, digital assets, and payments) in Ireland. This involves identifying and maximising opportunities to sell in Ireland and provide expertise on the regulator's approach and expectations in Ireland.
- Success will be measured by the growth in market share in Ireland (sales, new clients and brand recognition) as well as client satisfaction in the delivery of services that are tailored for the market in Ireland.
- Close collaboration is required with the heads of sectors and the marketing team in respect of meeting the sales and other relevant KPIs and with the heads of services (authorisation, assurance/audit, advice and managed services) and the delivery team to meet KPIs related to client satisfaction, utilisation and excellent delivery.
- Develop and execute the strategic sales plan for Ireland which is aligned to the overall group sales plan. Identify market trends, client needs, and growth opportunities to drive business expansion. Feed into the group sales plan by providing market analysis, trends and demands.
- Stay abreast of industry trends, competitor activities, and emerging technologies. Conduct market research and analysis to identify new opportunities and areas for growth.
- This is a senior role with the expectation that the candidate will be a key contributor to direction and growth of the business, role modelling the company values, developing and guiding delivery staff both technically and as consultants and providing peer support to the sector leads.

## The Person

Below outlines the experience, qualifications and knowledge required to be successful in the role.

At fscom, we have core values that we live by in our daily working lives and underpin everything that we do. All of our colleagues are expected to have the following abilities that are linked to these values and we're looking for candidates who can display the following:

### ESSENTIAL CRITERIA

- Credible and relevant experience and skills in the financial services sector in Ireland that complement fscom's trusted advisor and expert-led approach, appeal to our existing and target client base and enhance our offering.
- Proven experience of delivering significant risk, compliance and/or governance functions or projects in the financial services sector.
- Extensive understanding and technical knowledge of the market trends and factors affecting the ROI landscape across our sectors. In depth understanding of relevant regulatory regimes and the approach of financial services regulators.
- Proven experience in relevant leadership roles developing and implementing strategy with ability to apply the knowledge and experience to fscom's Ireland operations.
- Experience as a consultant in self-led development of a strong network of client and industry contacts, understanding of the client landscape, needs and wants and building a sales pipeline through a range of relevant approaches.
- Experience as a consultant in scoping, pricing and delivering (and/or overseeing the delivery of) successful engagements for clients.
- Proven experience in building expertise within teams for delivery to clients.
- Proven ability to manage and resolve client service escalations in a high risk and high complexity environment.
- 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 and across geographies, working in person and remotely.
- Results orientated with determination to deliver against results and KPIs.
- Self-motivated, as a remote worker with support from our Belfast Headquarters.

***fscom reserve the right to expand the criteria for this role dependent upon the number of applications received.***

## The Package

### Remuneration

fscom offers a competitive compensation package.

### Location of Post

Dublin. There is flexibility to combine working from home dependent on the business needs. 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](mailto: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](mailto: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.