

Operational Permanent Controller

#First Line of Defense #IT Software Development #Permanent Control

Do you believe finance can be something more meaningful than just a bunch of greedy wolves fooling around with others' money until a crisis happens? Would you like to build a world where everyone can access a user-friendly tool to grow their money fairly and according to their needs? Do you have what it takes for that? Great, because Gambit is currently recruiting!

Gambit is at a turning point in its technological development, and is investing in its product, both from a technical and a functional point of view.

We have the ambition to become a market leader in investment advisory technology, by operating a "Software as a Service" for financial institutions in the cloud.

General

The role of the **Operational Permanent Controller** ("OPC") of Gambit is to lead the enhancement of its Internal Control Framework under her/his perimeter.

As a referent on her/his perimeter, the OPC is a key element to steer and monitor the local permanent control framework. The role holder will design and maintain the local control plans, oversee the performance of controls across all relevant operational teams and Functions and participate in the risk & control reporting allowing the Management to have a clear view of the framework.

She/He works closely with the Risk Department and Chief Operating Officer ("COO"), the operational teams involved in the 1st first Line of Defense ("LoD1") as well as the OPC referents in the BNPP Group. The OPC will report hierarchically to the COO and functionally to the LoD1 Central Control Office within BNPP Asset Management.

ABOUT GAMBIT

Gambit Financial Solutions is a **B2B** FinTech company, specialised in digital investment technology for financial institutions, helping investors and financial advisors making better decisions on their savings and investments. This includes selfcare solutions (robo-advisory), as well as solutions guiding the financial advisor during a face-to-face advice interview. Our customers are banks, asset managers and insurance companies in continental Europe.

Gambit also launched its own **B2C** robo advisor (Birdee.co), operating from Luxembourg and servicing the European market. In 2021, Birdee launched a **B2B2C** service called "Birdee as a Service" allowing third parties to integrate investment management services into their ecosystem using API's.

In 2017, BNP Paribas Asset Management took a majority stake into Gambit, which has been extended into a full ownership in 2021.



Role Description and Purpose

The role-holder will:

- Be responsible for designing, implementing and managing the internal control framework of Gambit and act as first point of contact for 1st line of defense requirements.
- Strengthen control set up through the declaration and analysis of operational risk incidents.
- Drive control improvements, follow up and closure of any internal or external recommendations.
- Promote and deploy control related policies within Gambit.

Key Responsibilities

Risk & Control Self-Assessment ("RCSA" also called "Risk Mapping")

- Prepare, organize, support (trainings and Q&A) and finally challenge the 1LoD RCSA exercise of Gambit.
- Liaise with the operational teams and Functions to ensure an accurate and consistent capture of the LoD1 risks within Gambit.
- Collate and standardize the RCSA outputs and bring a critical vision.

Procedures

- Ensure that BNPP Group policies & procedures requirements are implemented locally, complemented with local specificities (regulations, tools organizations, etc.).
- Ensure that the procedures designed by the businesses are identified, updated, properly stored and communicated to the relevant stakeholders (check of the exhaustiveness and the overdue procedures).
- Identify and propose calibration of the procedures according to the outcome of the risk assessment and other risk events (control results, external events, audit missions, etc.).

Controls and Action plans

- Define and regularly update local control plans according to the outcome of the risk assessment, regulations, other risk events (control results, external events, audit missions, etc.) and ensure the exhaustiveness of the local control plans.
- Perform and/or coordinate transversal controls (e.g., fraud, outsourcing).
- Ensure that 1LoD control tool contains an accurate and up-to-date record of control and related-results (i.e., quality assessment on the control methodology).
- Deploy a framework to ensure the creation of relevant action plans and ensure their proper follow-up.
- Upon notification/receipt of reports, organize the follow-up of the findings and recommendations, either issued internally or externally (external auditors, supervisors) and ensure that they are closed within the due dates (follow-up of action plans).



Management of historical and potential incidents

- Follow-up the process of the historical incidents and provide support to the operational teams when necessary.
- Conduct and/or coordinate the assessment, quantification and update of potential incidents in liaison with the concerned independent control functions.
- Provide information on major/emerging risks to promote risk awareness within management decision.
- Follow-up and/or initiate action plans consistent with Gambit's risk appetite/tolerance.

New Activity Validation Committee

- For the local new activities provide methodological support to the Business Sponsors.
- Be an advocate and support the development squads in the adoption of the application architecture (from the Architecture team) the IT practices (coming from the Technology team) and the specification and documentation practices (coming from the Business team).
- Reactivity and adaptability will be part of your daily challenges, as the Fintech environment is always on the move.

Required Knowledge, Skills & Abilities

Education & Experience

- Degree level education or equivalent.
- Minimum 3-year professional experience in internal control processes or audit area (in financial institutions or big fours represents a plus).
- Experience in GRC (Governance, Risk Management and Compliance) is a plus.
- IT software development industry experience is a plus.
- Excel/Word/PowerPoint : Advanced.

Essential skills / competencies

- Be a role model, supporting and fostering a culture of good conduct.
- Consider the implications of your actions on colleagues, partners and clients before making decisions and escalate issues to your manager when unsure.
- Systematically look for solutions by mobilizing resources at every level of the organization.
- When faced with complexity, demonstrate a positive, can-do attitude. Be constructive.
- Determination in delivering on objectives, favoring simplicity.
- Flexibility and change management in complex organizations, notably involving information systems.
- Executive communication and exposure to senior management.
- Exposure, in terms of overall activity understanding, to IT Software development activity.
- Ability to work as part of a team will also be expected to prove autonomy, determination and capacity for initiative to achieve objectives set by Management.



- Demonstrate a good knowledge of permanent control, fundamental risk concepts and their major processes and demonstrate proactivity, transparency and accountability for identifying and managing risks.

Communication

- Fluent in French (written and spoken) and intermediate English (written and spoken).
- Good communication skills written and oral.

Our Offer

- **Working in an inspiring FinTech spirit:** A dedicated team awaits you to join them in challenging the established rules and creating a new financial environment that would be simpler and more transparent for everybody.
- **Fast personal developments:** As a FinTech, everybody on board has a crucial role to play and will be quickly granted with responsibilities. This is a great opportunity for you to challenge your skills and talents without having to wait several years to get to a position with decisional power.
- **Collaboration with young and dynamic talents:** Who better than millennials could build solutions for millennials (or rather anyone with the same progressive mindset)? That's why we have chosen to trust young talents who are craving innovation, to build products they would like to use.
- **A people-oriented culture:** At Gambit, we will not ask you to wear a tie nor grey suit. If you want to listen to music, it's fine! We will just ask you to be passionate about your job, and to love sharing your expertise. In addition, when things get a bit heated, enjoy our Fridays' Happy Hours with a foosball and great (Belgian!) beers.

Work Location

HQ : 36 Rue de Mulhouse, 4020 Liège.
Offices in Brussels, Luxembourg and Paris.

Gambit has a hybrid work policy.

Contact

If you are interested in this position, please send your resume and motivation letter to our HR department.

- ▷ hr@gambit-finance.com
- ▷ +32 4 279 88 00

