



Specialists in
Compliance, Legal and Policy recruitment

At the highest level, experience counts.

We are a specialist recruiter with over 30 years' experience in delivering tailored solutions to a range of clients including full-service investment banks, retail banks, corporate banks, long-only asset managers, hedge funds and boutiques.

We have the capability to manage a diverse array of hiring mandates, from associate to MD level.

Our team is made up of experienced recruiters, with prior backgrounds in banking and law, or many years' recruiting in this industry at Michael Page.

We focus on sourcing talent for roles in London and the UK, from within the domestic market, and also overseas. We also work closely with our colleagues in the US, Europe and the Asia Pacific region on international assignments.

Examples of the roles we work on are:

- Compliance, control room, regulatory policy, AML
- Public policy development, government affairs, public affairs, economics, regulatory affairs
- Head of legal/general counsel, corporate lawyers, transaction support/M&A, documentation negotiation, legal assistants, paralegals

We provide our clients with a variety of services including:

- Retained search, market mapping
- Advertised selection
- Contingent recruitment
- Market information and research
- Salary information and benchmarking

Our mission

We aim to be the leader in every market we serve. We are highly competitive on behalf of our clients and candidates, yet balance this with a strong sense of ethics and professionalism. We believe our company offers us strong and long-term career opportunities and this further fuels our desire to deliver excellent service and build genuine and lasting relationships with our customers.

Maximising our reach

Our key differentiator is the breadth of channels we adopt to provide our clients with the best and most diverse shortlists.



Sample advertising

We are prominent in the press and because of our strong brand, can negotiate excellent rates. It also means we can secure good positions on the page and our design teams can make your ad stand out against competitors.

Head of Central Analysis & Reporting

The Financial Services Authority (FSA) is a world class regulator. We ensure that the financial markets operate efficiently, fairly and transparently and that millions of consumers achieve a fair deal. This is a time of unprecedented change for the financial services industry and for our complex and high profile organisation. Here is an exciting opportunity for a real visionary to be at the centre of our approach to regulation. You can expect a unique role with significant impact, influence and responsibility.

Canary Wharf, London ♦ £ Competitive Package + Excellent Benefits

You will be an integral member of the Permissions, Decisions and Reporting Division senior leadership team. The Division is a key part of the Supervision Business Unit and is responsible for effective assessment and processing of:

- Regulatory reporting via collection, analysis
- Applications for FSA authorisation, variation
- Applications in respect of change in control
- Passport notifications and transfers of business
- Registration of mutual societies
- We are also responsible for providing policy transactions and reporting

If you wish to apply to this role please submit a full CV to claire.lamith@uk.michaelpage.com quoting reference number 142. For an initial discussion, please call Claire on 020 7776 5073.

Specialists in Executive Search
142 offices in 28 countries | www.michaelpage.com

Compliance and Risk Director

Our client is a leading financial institution in its domestic market within the EMEA region focusing significantly on the Emerging Markets. It has successfully set up the London based banking subsidiary. With the support of its senior management, the CEO is looking to appoint an experienced banking Compliance and Risk Director.

London ♦ Six Figure

Reporting to the Chief Executive Officer and the Managing Director, the main objective of the role is to run the Compliance and Risk function ensuring that the bank operates within a compliant and controlled Risk environment. Duties will include but not be limited to:

- Be responsible for the development and implementation of regulatory policy and strategy
- Lead and drive compliance initiatives, manage Compliance, Risk and enhance/develop regulatory relationships
- Participate in the operational business planning
- As a Board member you will be responsible for making fellow Board members fully aware of their responsibilities and regulatory requirements, including advising on changes in rules and current practice
- Ensure established processes and procedures are maintained, streamlined and reviewed
- Management of two teams, Compliance and Risk
- Your responsibilities will also extend to company secretarial duties

The individual will possess:

- Approved CF1, 10 and 11
- The ideal candidate will have a previous track record of banking Compliance working at a senior level, preferably with Emerging Markets experience
- Extensive experience of interpreting and applying FSA regulation and policy setting for the firm

This is an outstanding opportunity to join a leading Emerging Markets bank.

For an initial discussion, please call Claire on 020 7776 5073.

Michael Page EXECUTIVE SEARCH

BRINGING STRATEGY TO LIFE

DIRECTOR OF POLICY AND STRATEGY
CIRCA £72,000 PENDING PAY AWARD AND PERFORMANCE REVIEW

The Human Tissue Authority is a non-departmental public body sponsored by the Department of Health. We protect public confidence by licensing organs that store and use human tissue for purposes such as research, patient care, post-mortem examination, teaching, and public exhibitions. We also grant approval for organ and bone marrow donations from living donors.

This is an excellent opportunity for a resourceful leader to direct and develop the HTA's strategic agenda. Reporting to the Chief Executive, you will direct and monitor all activities associated with policy and strategy throughout the organisation. You will develop and foster external contacts in the policy and regulatory fields, keeping well-informed about developments in theory and practice in these areas.

We require an excellent communicator with the ability to foster networks at the highest levels of government and professional bodies. You will have a track record of achieving corporate outcomes for a dynamic organisation and experience in the development of successful organisational strategy and implementation.

Closing date for applications is 5pm on 25 September.

To learn more about this opportunity, send your CV, quoting reference number MPH513002415, to Kas Rothwell at kasrothwell@uk.michaelpage.com or call 0207 269 2494 for a confidential discussion. Interviews will take place on 7 October. www.michaelpage.co.uk

Compliance Officer

Our client is the international distribution arm of one of the world's largest banking and financial services organisations which manages assets of over £787 billion. Operating globally, the organisation provides a wide range of leading edge investment products and services distributed through proprietary and third party networks to institutional and retail investors.

Jersey **£ Attractive**

Reporting to the Risk Manager in London, the successful candidate will have full responsibility for ensuring all activities are undertaken in accordance with all rules, laws and regulations in respect of collective investment funds. In addition, the individual will maintain and develop strong relationships with the regulatory authorities and provide expert advice and guidance to management and staff.

The successful applicant is anticipated to have three to five years experience of compliance matters generally and knowledge of the UK and/or Jersey regulatory environment, offshore mutual funds and funds operating under the UCITS Directive of the EU. Consideration would be given to someone with no specific experience of Jersey regulations, but who is willing to learn and embrace a new regulatory regime.

This is an excellent opportunity for a proactive and positive individual keen to take responsibility for the Jersey Compliance function of this expanding company. Candidates must already have the necessary housing qualifications to live in Jersey.

Interested applicants should contact Samantha Harrison at Michael Page City, 50 Cannon Street, London EC4N 6JJ, quoting reference 645037. Alternatively, telephone her on 020 7269 1882 for an initial discussion. e-mail: city.securities@michaelpage.com

Specialists in Finance Recruitment
www.michaelpage.com

Michael Page FINANCE

Michael Page
INTERNATIONAL

Examples of recent assignments

Our key differentiator is the breadth of channels we adopt to provide our clients with the best and most diverse shortlists.

Compliance

Job title	Firm	Compensation	Source
Head of Compliance	European bank	£130,000	FT advert
Regulatory Risk Manager	International bank	£90,000	FT advert
Generalist	Insurance	£80,000	MP database
Senior Compliance Analyst	European bank	£70,000	Headhunt
Compliance Analyst	Investment management	£60,000	MP database
Upstream Risk	UK retail bank	£45,000	MP website
AML Associate	Brokerage firm	£42,500	MP website

Legal

Job title	Firm	Compensation	Source
Head of Legal	UK retail bank	£125,000 + £25,000	Headhunt
Head of Derivatives, Legal	Japanese bank	£135,000	Referral
Sole Counsel	US hedge fund	£110,000	MP database
ISDA Negotiator	European IB	£80,000	Headhunt
Corporate Lawyer	UK retail bank	£75,000	MP database
ISDA Negotiator	US IB	£60,000	MP database
Funds Paralegal	Asset manager	£42,000	MP website ad

Policy

Job title	Firm	Compensation	Source
Director of Public Policy	US investment bank	£165,000	Headhunt
Director of Public Affairs	Asset manager	£120,000	Linkedin
Head of Central Analysis & Reporting	Regulatory body	£110,000	Sunday Times ad
Head of Government Affairs	UK insurer	£95,000	FT advert
Head of CSR	Major bank	£90,000	Headhunt
Assistant Director Regulatory Affairs	UK bank	£75,000	MP database
Government Affairs Advisor	UK retail bank	£65,000	MP website ad
Public Affairs Advisor	UK bank	£45,000	Network

Further information

Please contact:

Sumrana Saleem | Michael Page Compliance
sumranasaleem@michaelpage.com
020 7776 5973

Thomas Watson | Michael Page Legal
thomaswatson@michaelpage.com
020 7269 2499

Kas Rothwell | Michael Page Policy
kasrothwell@michaelpage.com
020 7269 2494

www.michaelpage.co.uk