



Job description

PT0788 - AML L2 Team Leader

Position (JAD4)	Role Family	Local Role Type	Local Role
	Compliance	Managerial	Team Leader
Span of control	Reporting Line (Territory)	Reporting Line (Group)	Cross Business
[10 - 15] hc	Team Manager		No

Mission

The AML L2 Team Leader's mission is to lead an AML L2 Team. AML L2 Teams perform an initial review of alerts escalated by AML L1, followed by more in-depth investigations for alerts that warrant an in-depth investigation. AML L2 Officers can make a decision either to close a case (subject to a 4-eyes review within the team) or escalate to AML L3 Local Compliance Teams those cases which may warrant the filing of Suspicious Activity Reports or in any case indicate conduct which appears to sit outside the Group's risk appetite.

Responsibilities

- Ensure that team members' work meets the required standards of accuracy, efficiency and timeliness through quality control, proper prioritisation of alerts, coaching and feedback.
- Provide guidance to team members faced with novel and unclear situations in the analysis of cases.
- Provide team members with the full range of line management support including frequent ad hoc feedback, more structured feedback linked to objectives, career coaching and a friendly ear in times of need.
- Keep updated and update others on developments in the field so that the team can make intelligent assessments in a broad range of cases whether the payment flows give reason to suspect any type of financial crime, whether this be money laundering, tax evasion, sanctions circumvention, bribery & corruption, financing of terrorist activity or other types of criminal activity.
- Ensure the timely and effective recruitment of team members by pushing forward all stakeholders in the recruitment and onboarding process, selecting candidates judiciously and ensuring a smooth onboarding process for new-joiners.
- Organise the team in such a way that team members are challenged and have opportunities to develop whilst fostering team cohesion and clear communication.
- Contribute to the continuous improvement of processes and tools by identifying and measuring process inefficiencies or tool deficiencies, escalating these so that proposed changes can be assessed.
- Proactively manage client relationships by eliciting client feedback, exploring client needs, acting on this and providing clients with transparency of process, blocking points and service delivery.
- Act as a role model to team members in contributing to transversal topics (e.g. sharing of best practice across the Compliance Hub).

Skills

Type	Skill	Mastery
Behavioral Skills	Organisational skills	Proficient
Transversal Skills	Ability to develop and adapt a process	Proficient
Transversal Skills	Ability to inspire others & generate people's commitment	Proficient
Transversal Skills	Ability to understand, explain and support change	Proficient
Business Skills	Compliance - Financial Security	Proficient
Business Skills	Compliance - Tax evasion prevention	Proficient



Languages

It is required one of the following languages: English (Fluent), French (Fluent)

Tools and Methodologies

- COMPLIANCE Actimize (Proficient)
- FINANCIAL SOFTWARE Norkom (Transaction Monitoring) (Proficient)
- COMPLIANCE Vigilance (Proficient)

Experience, Academic Background & Other Qualifications

Field of Expertise

- Audit ([5 - 7] years)
- Compliance ([5 - 7] years)
- Risk and Controls ([5 - 7] years)

Academic Background

- Bachelor's (3-5 years) in International Relations and Administration
- Bachelor's (3-5 years) in Law

In your position you will be exposed to Compliance risks and it is your duty to contribute to protecting the Bank. As a BNP Paribas employee, you must act in compliance with all internal policies and procedures applicable to you and to the business area you are (will be) working for. Financial Security, Know Your Client, Protection of Interest of Clients, Market Integrity, Professional Ethics, Anti-Bribery & Corruption as well as respect for Banking and Fiscal Compliance regulations are at the very core concern of the Bank. The stringent compliance with the above is deemed as an overarching goal for any employee in the Group.