Group Risk Manager

Job Title	Group Risk Manager	**Department**	Risk Management
Reporting To	Direct: Managing Director Dotted: Audit & Risk Committee	**Document Use**	Recruitment, Appraisal, Training

Role Purpose

To establish and oversee the SIC Group's risk management framework by identifying, assessing, monitoring and reporting key risks, strengthening internal control awareness and supporting informed decision-making across the organisation.

1. Strategic Contribution

- Protect the Group by promoting proactive identification and management of strategic and operational risks.
- Strengthen governance, risk awareness and internal control discipline across entities.
- Support Board and executive decision-making through effective risk reporting and analysis.
- Enhance business resilience through continuity planning and mitigation oversight.

2. Key Accountabilities

Key Result Area	Core Responsibilities
Enterprise Risk Framework	Develop, maintain and enhance the Group risk management framework, policies, methodologies and reporting standards in line with governance requirements and best practice.
Risk Identification, Assessment & Monitoring	Coordinate risk assessments across functions and entities; maintain risk registers; evaluate risk exposures, control effectiveness and mitigation plans; monitor emerging and evolving risks.
Risk Reporting & Governance	Prepare periodic risk dashboards, committee papers and management reports; escalate material risks; support leadership and Board forums with accurate, timely and decision-oriented risk information.
Internal Control & Mitigation Oversight	Promote control awareness and risk ownership across the business; follow up on mitigation actions; monitor closure of control gaps and high-risk issues.
Business Continuity & Resilience	Support business continuity planning, incident readiness and resilience measures; coordinate reviews of continuity arrangements and key risk scenarios.

Key Result Area	Core Responsibilities
Regulatory & Policy Alignment	Support compliance with applicable risk-related regulatory expectations and internal policies; ensure risk processes are aligned to organisational governance requirements.
Risk Culture & Capability Building	Drive risk awareness through guidance, workshops and engagement with management teams; build capability for consistent risk identification, reporting and response.

3. Qualifications, Experience and Competencies

Education

- Master's degree in Risk Management, Finance, Accounting, Business, Economics or a related field.
- Professional certification in risk, audit, compliance or governance would be an advantage (e.g. FRM, PRM, CIA, CRMA).

Experience

- Minimum 7-8 years of relevant experience in enterprise risk, internal control, audit, compliance or a related field, including leadership exposure.
- Experience in investment funds, banks, insurers, DFIs, or sovereign entities would be an advantage.

Technical Competencies

- Enterprise risk management frameworks and reporting.
- Risk assessment, risk registers and mitigation tracking.
- Governance, internal controls and committee reporting.
- Business continuity and resilience planning.
- Data analysis, report writing and policy development.

Behavioural and Professional Competencies

- Strong judgement and ethical grounding.
- Excellent analytical, synthesis and reporting skills.
- Ability to influence risk ownership across functions without direct line control.
- Strong communication and facilitation capability.
- High level of objectivity, professionalism and discretion.

4. Key Performance Indicators

Performance Area	Illustrative Measures
Risk Governance	Timeliness and quality of Board/management risk reports; completeness of risk registers and review cycles.
Risk Mitigation	Percentage of high-risk actions closed on time; reduction in overdue mitigation items.
Control Environment	Improvement in control discipline; reduction in repeated control weaknesses or unmanaged risks.
Resilience & Preparedness	Business continuity reviews completed; readiness of key plans and incident response arrangements.

Performance Area	Illustrative Measures
Risk Culture	Coverage of risk awareness sessions; management engagement and responsiveness to risk processes.

5. Additional Requirements

- Ability to operate with independence of judgement while working collaboratively with management.
- Willingness to support SIC Groupwide initiatives and changing business needs.

6. Document Control

Prepared / Reviewed By	Approved By
Name: ____________________ Title: ____________________ Date: ____________________	Name: ____________________ Title: ____________________ Date: ____________________