Externe vacature advertentie (engels)

Are you an energetic candidate with extensive experience in operational risk management and a strong affinity with the financial sector? Do you understand that risks are simply part of doing business, but would you like to contribute ideas about how to manage them and do you dare to ask critical questions? Then the Non-Financial Risk Management (NFRM) team is looking for you.

What will you be doing?
In your role as Non-Financial Risk Manager with a focus on operational risks, you will be responsible for performing the following tasks:
- playing a leading role in facilitating process and chain owners in identifying, analyzing, and managing operational, IT, and security risks in their business processes;
- monitoring and challenging the effectiveness of control measures, following up on improvement actions and incidents, as input for the risk opinion in the bank-wide risk reporting;
- account management with process and chain owners as business partners, working together with the other second-line departments (Compliance and Financial Risk Management) and the third line (Internal Audit Department);
- Contributing to the professionalization of the (first-line) community of chain, process, and risk owners and actively contributing to risk culture and risk awareness;
- Drafting and coordinating improvement recommendations on process and organizational design;
- Maintain internal governance and risk management-related policy documents;
- Support and further professionalize the NFRM team and NFRM tools, including risk appetite statements, key risk indicators, and scenario analyses for purposes such as ICAAP reporting;
- Participate in projects, including providing advice, based on your area of expertise.

Your workplace
The NFRM team is part of the CRO column and focuses on operational, IT, and security risks. Together with the Financial Risk Management and Compliance departments, NFRM gives substance to the second line within the bank's three lines of responsibility model. This means an advisory, supportive, and independent challenging role in managing the bank's risks.
The NFRM team consists of 11 employees. We strive for a balanced team structure with different levels of experience and areas of focus.

The challenge
Without risk, there is no return, and without return, there is no impact. And making a social impact is precisely what drives BNG, in order to contribute to a greener and more sustainable Netherlands. Efficient and effective business operations with robust and demonstrable operational risk management contribute to this, supported by efficient processes, reliable systems, and good data quality.
The challenge lies in combining a relatively small organization with high demands from our stakeholders. This requires a proactive attitude, with the entire bank as your field of activity. This broad perspective enables you to get to know all facets of the organization well and thus gain valuable insights that you can translate into advice. The short lines of communication within the bank allow you to switch gears quickly and get things moving, thereby making an impact yourself. By gaining a good understanding of the operational risks in, among other things, the processes, systems, and the human factor, combined with your independent judgment on these matters, you will deliver added value to the bank's senior management and Executive Committee.
The advantage of a relatively small organization with short lines of communication offers plenty of opportunities for a varied, multifaceted, and substantively broad position. The field of operational risk is still evolving. The coming years will bring plenty of challenges for further professionalization.

What we ask of you
People, processes, systems, and organizational structure are sources of operational risk. We are looking for a new colleague who thinks in terms of risks and controls and can explain this clearly to the organization. The knowledge, skills, and competencies we would like to see in you are:
- You have a bachelor's or master's degree in economics, business administration, accountancy, IT, or a closely related field, preferably supplemented with a relevant postgraduate degree (RA, RC, RO).
- You have thorough knowledge of banking processes and legislation and regulations in the areas of risk management, governance, process design/documentation, and you are willing to further develop your knowledge.
- You have extensive work experience in the financial sector or at an accounting or consultancy firm focusing on the financial sector;
- You are results-oriented and energetically seize opportunities for improvement;
- You are decisive, even in times of uncertainty and major change;
- You are skilled at analyzing problems and seek pragmatic, supported solutions that fit within BNG;
- You are focused on collaboration within and between teams to achieve common goals, dealing effectively with conflicts and contradictions;

- You take initiative and can work independently and in a structured manner, even on multiple topics at the same time;
- You have experience with GRC tooling;
- You have good verbal and written communication skills.

What do we offer?

What can you expect when you come to work at BNG Bank? You will be working for a sustainable and societal conscious bank, where the interests of our customers are paramount in everything we do. We do this together, with each other and with our customers. We connect, develop as people and professionals, and value you for who you are and what you contribute. The work we do is special, but we remain modest. This is what we pride ourselves on. We are a reliable employer with a clear mission. With us, you can deliver outstanding performance and you will be given a lot of responsibility right away. Of course, you can also count on good working conditions, such as:

- A salary between €4462.00 and €7341.00 gross per month based on 36 hours. Salary will be determined based on education and experience.
- A 13th month and 8% holiday allowance (paid monthly);
- Hybrid working. You will receive a home office compensation of €750 every 5 years and an expense allowance for working from home of €4 per day worked;
- Travel allowance of €0.23 per kilometre and full reimbursement of public transport costs based on second class travel;
- Personal development opportunities via our Archipel training platform. We believe it is important that you continue to develop, which is why you can make unlimited use of this platform;
- 216 hours of holiday per year based on a 36-hour working week and the option to buy and sell hours;
- A sports allowance worth €400 net per year;
- A bicycle plan worth €3,000 per 3 years;
- Free chair massages, boot camp/yoga;
- Once every 7 years, you can take two consecutive months of vitality leave.

And much more... discover it for yourself!

More information

If you have any questions about the position or the application procedure, please contact Charlotte Zegelaar, Recruiter, or via werkenbij@bngbank.nl

Procedure

Our selection procedure consists of a telephone introductory interview with the recruiter and a maximum of two selection interviews, followed by a proposal of terms of employment. In accordance with our recruitment and selection policy, internal candidates will be given priority if equally suitable. A pre-employment screening is part of the application procedure.

No unsolicited acquisition

In order to submit CVs to BNG Bank N.V., an external recruitment agency must have entered into an agreement to this effect with BNG Bank N.V. Whereby, a CV may only be submitted if the agency has been invited to assist in the search for suitable candidates for a particular position. BNG Bank N.V. will not treat any unsolicited CVs submitted outside these conditions as direct applications from the candidate. An agency that sent the unsolicited CV cannot derive any rights from the foregoing. BNG Bank N.V. is not liable for any placement fees or any other compensation. Unsolicited CVs will not be returned by BNG Bank N.V.