

VACANCY: LEGAL & REGULATORY COMPLIANCE OFFICER – BENE

One of the priorities of the RSA organisation is to maintain a high level of 'Governance, Compliance & Control', three interrelated facets that help support business decision-making and assure we achieve our objectives, address uncertainty and act with integrity. It also helps demonstrate to stakeholders that the business is managed effectively, and that the interests of the stakeholders are protected.

As the European business has evolved under the newly created "RSA Luxembourg SA" subsidiary, it is imperative to cement our control environment, show strong customer-centric conduct, and hit our operating plans to meet the expectations of both internal and external stakeholders.

We are therefore currently looking for a Legal & Regulatory Compliance Officer BENE.

What this job is really like

The Legal & Regulatory Compliance Officer role can be based in either Belgium or the Netherlands, but will be servicing both countries and will be responsible for RSA achieving their goals to comply with relevant laws, policies and regulations in both Belgium and the Netherlands.

A key aspect of this role is liaising with different departments and stakeholders across the region, with Legal, Risk and Compliance Heads in our Luxembourg head office and with similar functions in our parent group based in the UK.

This role would suit an individual with a solid legal background, strong relationship management and communication skills, and experience in a similar role. The ability to work across the region (Belgium and Netherlands) is required, with flexibility for travel to other RSA locations, including Luxembourg and London.

The Legal & Regulatory Compliance Officer role has a primary reporting line into the Head of Legal.

Responsibilities

- *To identify and assess local legal and compliance risks, that impact the BeNe branches, head office and RSA Group, Pro-actively manage these legal and compliance risks and make recommendations to the BeNe management, and to own the analysis, evidence and remediation requirements for all legal, risk and compliance issues;*
- *Identify and action changes in the local legal and compliance requirements, including monitoring and follow up of new and upcoming legislation*
- *Managing all required company, legal and regulatory filings for the branches, head office and wider RSA Group;*
- *Monitor regulatory compliance through testing, observing and following up on issues;*
- *To embed a compliance culture in the business and increase awareness of compliance related risks and to act as focal point for the business on Compliance matters*
- *Issue guidelines and procedures so RSA runs a compliant business, adhering to both regulatory and internal rules*
- *Lead or be heavily involved in legal, regulatory and compliance projects or projects that have a significant compliance impact across BeNe;*
- *Monitoring of complaints and the complaints process compliant with BeNe regulatory requirements*
- *Support BeNe management in organising training for employees on compliance related matters, and to have advisory role in Product Development and organisational change*
- *Maintain a calendar of controls and make sure that controls are operating effectively and being adhered to*
- *Maintain the required Gifts & Hospitality policy: register, address gaps and issue, periodic reminders*
- *Create and present Annual Compliance action Plan to BeNe Management and develop and manage an annual Regulatory Risk & Compliance Plan, with related quarterly reporting of Legal, Risk and Compliance Incidents,*
- *Liaise with the anti-corruption and AML teams at the parent company and issue annual CFU Anti-Corruption report and annual AML & Sanctions Risk Assessment, To input and assist with compliance with the Group and BeNe sanctions policy requirements;;*
- *Own and embed the Group anti-competition policy framework on a local basis (with support from the head office)*

Required skills and experience

Ideally a qualified lawyer, or at least legally trained, you have a 5 to 10 years' experience as a compliance officer, preferably in both Belgium and Netherlands. You have the ability to build effective relationships and you must have excellent language skills: Dutch, French and English. Candidates should preferably have a background in Insurance.

Please note the role is based in both Rotterdam, the Netherlands and Brussels/Antwerp in Belgium, and you may be required to travel occasionally to Luxembourg and London.

Company profile

With a 300-year heritage, RSA is a multinational quoted insurance group. Focusing on general insurance, RSA's core markets are the UK & Ireland, Europe, Scandinavia and Canada, with the capability to write insurance business in over 100 countries. RSA's core businesses have around 13,500 employees with net written premiums of £6.3bn in 2016.

With significant operations across the globe and a market leading position in the UK, our European operations provide the best of both worlds; agile and dynamic country offices with deep market expertise and a freedom within the framework of a large multinational that enables us to work on some of the largest and most complex projects.

Clients say that RSA are an insurer that they trust and like doing business with thanks to the people and we've built our business on a set of simple human beliefs: that individuality is an edge; that people come before processes; that different perspectives create fresh opportunities.

We know that great people need the right opportunities and environment in which to be truly brilliant so this means creating a sustainable, flexible and open door culture that enables us to deliver in on our career proposition – the value of one through the power of many.

RSA in the BENELUX employs 80 people and has offices in Rotterdam, Brussels and Antwerp.

RSA is the global company that works for you: whoever you are, wherever you want to go. Because we don't just value individuality – we've built our business on it.

You can send your application and CV to Sophie Van Welsenaere, HR Manager BENELUX, e-mail Sophie.vanwelsenaere@eu.rsagroup.com.

Please note pre-employment screening will be part of the application procedure.

