



Head of Risk Advisory

CANDIDATE PACK 2026



ABOUT US

We enable a fair and thriving financial services market for the good of consumers and the economy.

At the FCA, we're creating a fair and more resilient financial system.

We're establishing more transparent relationships between financial services and customers, building trust in financial markets and protecting vulnerable consumers.

We're currently on an exciting journey as we drive forward significant organisational, people, process, and technology transformation to become a more forward-thinking, proactive regulator. We will use data more effectively to drive better regulatory decisions and build greater cohesion across our broad financial services remit.

Significant improvements in digital enablement, business intelligence, market data and information management maturity are all being pursued to maintain our position as a world leader in financial services regulation.

In March 2025, the FCA launched a new 5-year strategy to deepen trust, rebalance risk, support growth and improve lives. **The FCA will focus on four priorities:**

- Be a smarter regulator; predictable, purposeful and proportionate. The FCA will improve its processes and embrace technology to become more efficient and effective.
- Support sustained economic growth, by enabling investment, innovation and ensuring the continued competitiveness of the UK's world-leading financial services.
- Help consumers navigate their financial lives by working with industry to boost trust, product innovation and ensuring the right information and support is available for people to take financial decisions.
- Fight financial crime, focusing on those who seek to use the fact they are regulated to do harm. It will go further to disrupt criminals and support firms to be an effective line of defence.



HOW WE OPERATE

Our strategic objective is to make sure relevant markets function well. We've outlined how we'll achieve this in [our 5-year strategy](#).

Our operational objectives are to:

- [Protect consumers](#).
- [Protect the integrity of the UK financial system](#).
- [Promote effective competition in the interests of consumers](#).

Since 2023, we've had a [secondary objective](#) to facilitate the international competitiveness and growth of the UK economy in the medium to long term (subject to alignment with international standards).

We're an independent public body funded entirely by the fees we charge regulated firms. Our role and objectives are primarily defined by the [Financial Services and Markets Act 2000 \(FSMA\)](#)[Link is external](#) and we're [accountable to the Treasury](#), which is responsible for the UK's financial system, and to Parliament.

To advance our objectives, we work with the [Prudential Regulation Authority \(PRA\)](#)[Link is external](#), the prudential regulator of around 1,500 banks, building societies, credit unions, insurers and major investment firms.

We also work alongside other [regulators, UK organisations and government departments](#), and regularly engage with a wide range of [international counterparts and stakeholders](#).

We have a large and growing remit and our [perimeter report](#) sets out what we do and don't regulate.

We consider the [principles of good regulation](#) when carrying out our work, and we reduce and prevent financial crime, working with partners to protect consumers and market integrity.



HOW WE REGULATE

We work towards our objectives in a variety of ways.

- **We make new rules and issue guidance and standards.**
- **We work to detect market-wide harm and put in place remedies through market studies.**
- **We authorise or register financial firms and individuals.**

We take a proportionate approach to regulation. We prioritise the areas and firms that pose a higher risk to our objectives, considering the size, complexity and potential impact on different types of consumers.

We use data to identify and act on problems quickly. This ensures our intelligence is better joined up, and we can move faster to identify and act against firms and individuals who are more likely to cause harm.



DIVERSITY, EQUITY AND INCLUSION

Our ambition is to create a diverse and inclusive workplace that reflects the society we serve, helping us to be a better regulator. We serve the public and our decisions directly affect the wellbeing of people, businesses and the UK economy. So, our values matter. They represent the culture we aspire to every day, guiding our judgements, building trust and helping us to be 'At our best'.

The FCA is committed to achieving greater diversity across all levels of our organisation. Given this, we particularly welcome applications from women, disabled, and minority ethnic candidates, as under-represented groups.

As an inclusive employer, we are open to considering flexible working arrangements, including job shares. Please inform us if you wish to apply for this role on a flexible basis.

As part of the FCA's on-going commitment to develop our national presence, most of our vacancies are now open to working in our Edinburgh, Leeds or London offices. This means that as part of the selection process you will be able to select your preference of which office location you would like to work from.



OUR STRATEGIC COMMITMENTS

To enable the financial industry to succeed and steer through the next 5 years and to improve lives, we will:

Be a smarter regulator; predictable, purposeful and proportionate. Improving our processes and embracing technology to become more efficient and effective.

Support growth, by enabling investment, innovation and ensuring the continued competitiveness of our world leading financial services.

Help consumers navigate their financial lives by working with industry to boost trust, product innovation and ensuring the right information and support is available.

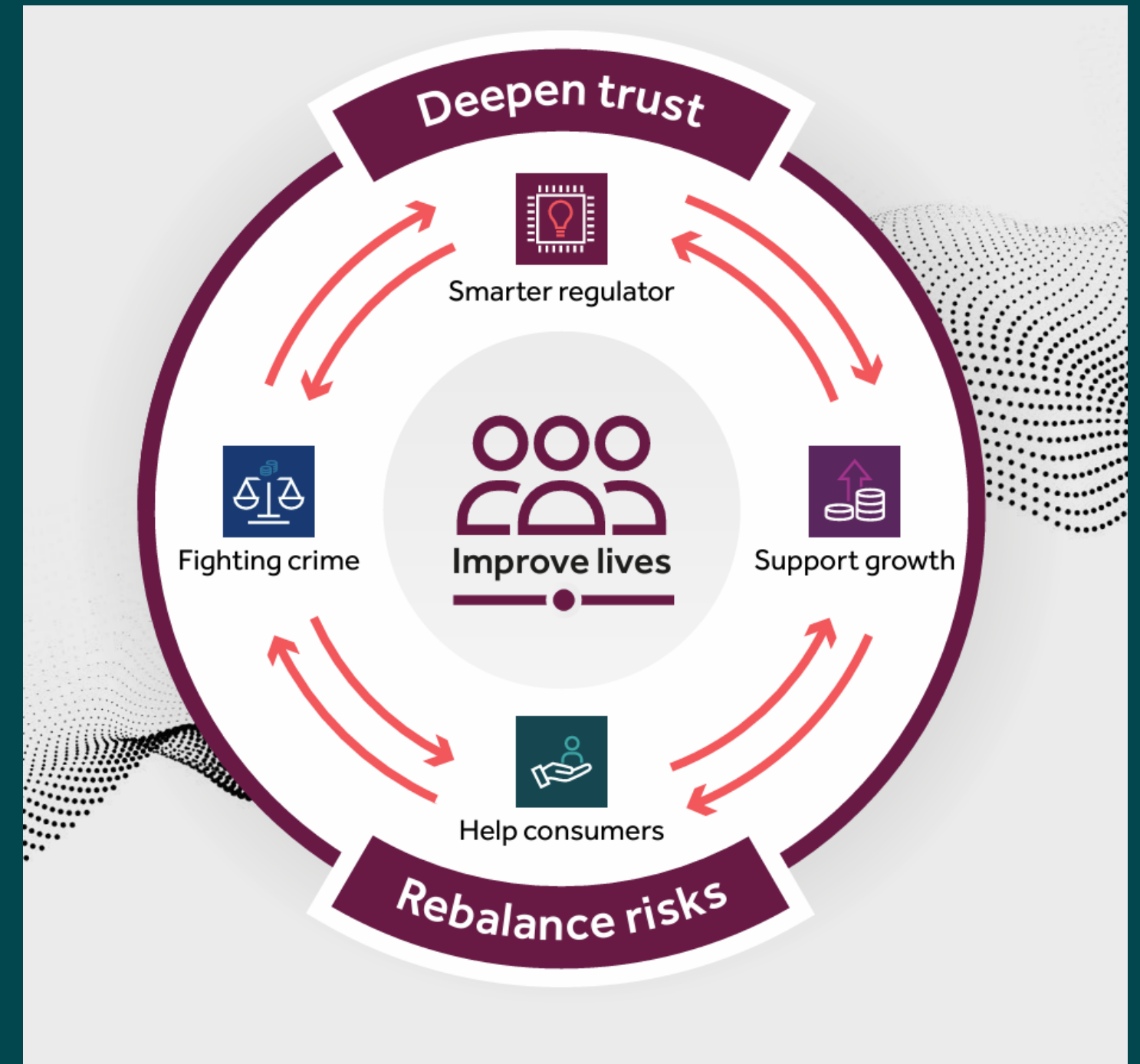
Fight crime, focusing on those who seek to use the fact they're regulated to do harm. We will go further to disrupt criminals and support firms to be an effective line of defence.

These four priorities reinforce one another.

Being more effective and efficient means we're better at fighting crime.

That builds people's trust, allowing them to take risks appropriate for them and save more for retirement or invest in the market.

Those savings can be turned into loans by lenders or equity or debt by asset managers, providing funds to entrepreneurs to grow and provide jobs.





FINANCIAL
CONDUCT
AUTHORITY

Head of Risk Advisory

THE ROLE



THE ROLE

We're looking for a talented and influential Head of Department to join us on a permanent basis. Reporting to the Director of Risk and Compliance Oversight, you will be accountable for providing high-quality, trusted risk advice and oversight across the FCA. This will be accomplished through the leadership of a team of risk experts specialising in risks of harm as well as operational, execution, and public confidence risks.

The team's remit includes offering authoritative guidance, challenge and oversight of risk management across the FCA. Cultivating strong partnerships with the first line of defence is key to ensuring risks are appropriately managed and the trade-off between risk and opportunity is carefully considered in decision making, in line with organisational risk appetite.

Key deliverables include the development, implementation and maintenance of risk appetite statements, continual scrutiny of the risk and control environment, and support for comprehensive risk assessment activities across major change programmes and business-as-usual operations. The team will regularly provide clear, evidence-based opinions to senior management, the Executive Committee, and the Board Risk Committee, evaluating the effectiveness of risk management and balance between risk and opportunity, and recommending targeted improvements where necessary.

WHAT WILL YOU GET FROM THE ROLE?

- Joining the Senior Leadership Team at the FCA during an exciting and challenging time of great change in financial services and its regulation
- Leading a department of talented and committed people through significant projects whilst also delivering on business-as-usual objectives



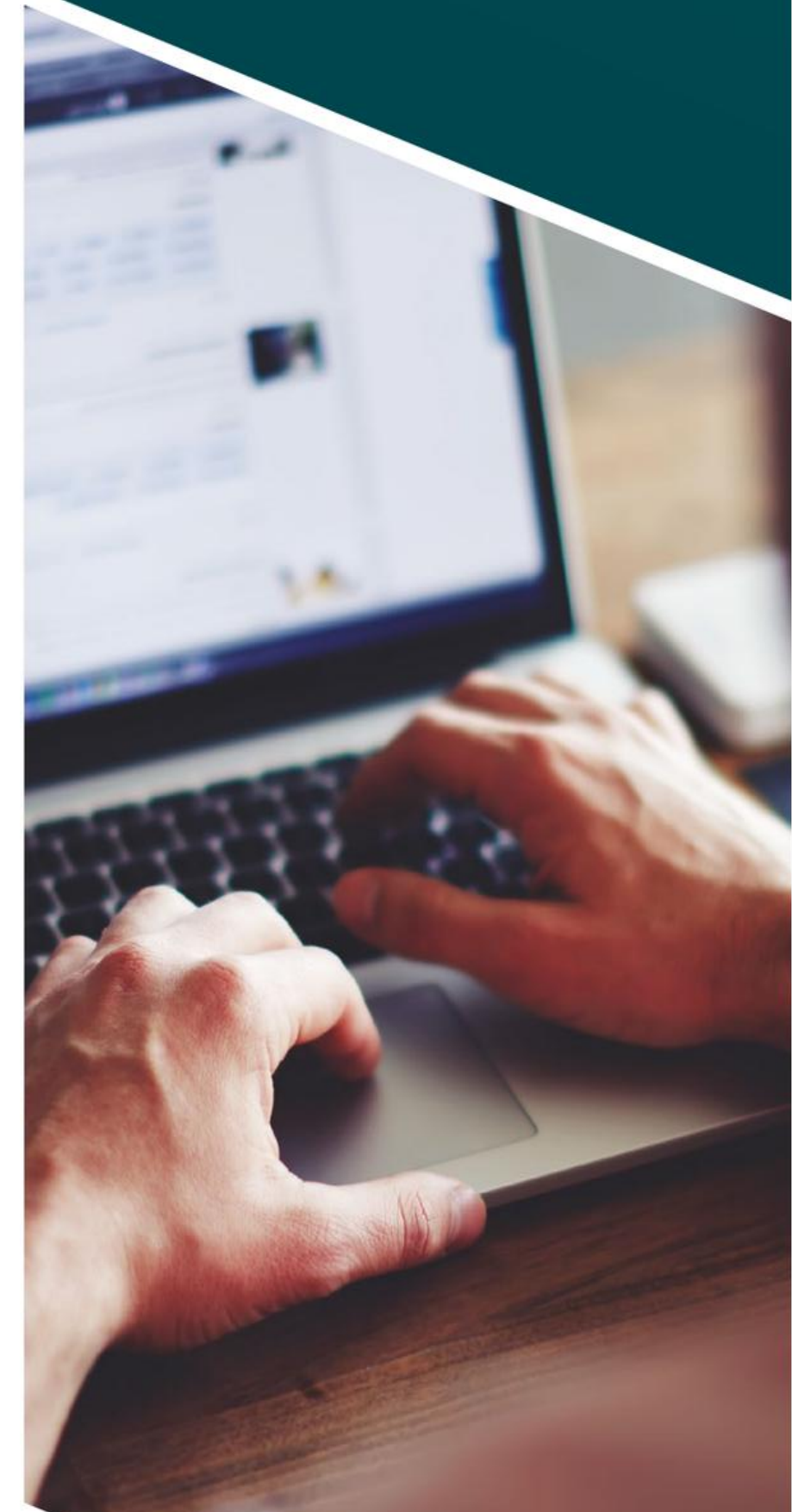
KEY RESPONSIBILITIES

- Act as a senior leadership team member of R&CO, with collective responsibility for formulating and delivering R&CO's annual business plan and operating the Risk Advisory Department in a way that is commensurate with the R&CO Vision.
- Deliver insightful, impactful risk advisory services into 1LOD that challenge thinking and enrich 1LOD consideration of risk, enabling 1LOD to make informed, risk-conscious decisions that balance risk and opportunity in line with organisational risk appetite.
- Ensure that risk activities for the Risk Advisory team are strategically aligned with the FCA's overarching objectives and business plan, with a focus on continuous improvement to achieve an optimal, effective risk and control environment.
- Provide expert advice and guidance on risk and the organisational approach to risk management, providing feedback and support on how this is reflected in the risk management system, ensuring consistent organisation-wide understanding and adoption.
- Identify, develop and maintain strong relationships with key stakeholders across 1LOD, enabling robust, constructive risk discussions that ensure good understanding of key risks being faced and identification of emerging risks.



KEY RESPONSIBILITIES

- Deliver meaningful, evidence-based insights, which add tangible value to stakeholders and enable the balanced management of risk and opportunity to optimise the success of the organisation. Produce practical, usable opinions and reporting on key risks to senior management, the Executive Committee and Board Risk Committee, which demonstrate a clear understanding of business strategies and risks, and constructive challenge of risk management measures.
- Champion transparency in all risk reporting and communications, ensuring clarity and accountability, overseeing the quality and accuracy of divisional risk and control profiles on CoreStream, the organisation's Risk Management System.
- Work collaboratively with the Enterprise Risk Framework Team to support the refinement and maintenance of the risk framework, policies, and standards, ensuring these are practical, value-enhancing, and embedded across the FCA.
- Chair the R&CO Strategic Risk Forum, on behalf of the Director, ensuring agendas meet terms of reference requirements, focus on the key risks facing the organisation and deliver meaningful insight and outputs.
- Deliver designated projects such as refining the FCA's risk appetite, conducting in-depth analysis of thematic risks, and driving initiatives to optimise the risk and control environment.
- Recruit, develop, and manage staff in accordance with the FCA capability framework, fostering a high-performing, professional, and engaged team culture.
- Act as an exemplar of the FCA's core values, nurturing a culture of openness, integrity, and continuous professional development where all colleagues are empowered to achieve their potential.



SKILLS/EXPERIENCE

We're proud to be a Disability Confident Employer, and therefore, people or individuals with disabilities and long-term conditions who best meet the minimum criteria for a role will go through to the next stage of the recruitment process. In cases of high application volumes we may progress applicants whose experience most closely matches the role's key requirements.

Minimum

- An expert in risk management practices and Second Line of Defence, with significant experience in risk management within complex and regulated environments, ideally within financial services or the public sector.
- Exceptional analytical and critical thinking abilities, with a proven capacity to interpret complex information and deliver cogent, actionable and innovative reports and recommendations.
- Superior stakeholder management and communication skills, with the ability to influence and challenge senior leaders effectively.
- Experience in the development and implementation of risk and control frameworks, policies, and risk appetite statements.

Essential

- Proven ability in optimising the risk and control environment, including facilitating robust risk and opportunity assessments and supporting organisational change initiatives to balance risk and opportunity, making risk-conscious decisions.
- Sound judgment, with deep understanding of risk trade-offs and opportunity cost, a strategic mindset, and a strong commitment to ongoing professional growth.
- Demonstrable experience in leading and developing high-performing teams of subject matter experts.
- Demonstrable experience of leading a second line team/function and presenting to senior leadership.
- Must demonstrate resilience and energy in navigating challenge and complexity.
- Comprehensive understanding of industry best practice and emerging trends in risk management.



BENEFITS

Our competitive benefits scheme gives you the opportunity to create a personalised benefits package, tailored to suit your lifecycle. You can use this allowance to purchase additional benefits such as dental or cycle to work, or you have the option to top up your base salary by taking this as cash.

Core benefits that you will receive as standard are:

- 30 days holiday per year plus bank holidays
- Private healthcare with Bupa
- A non-contributory Pension of at least 8% of basic salary each month (there are several contribution levels that increase depending on your age- up to 12% a month once you reach age 35)
- Life assurance of eight times your basic salary
- Income protection



USEFUL INFORMATION

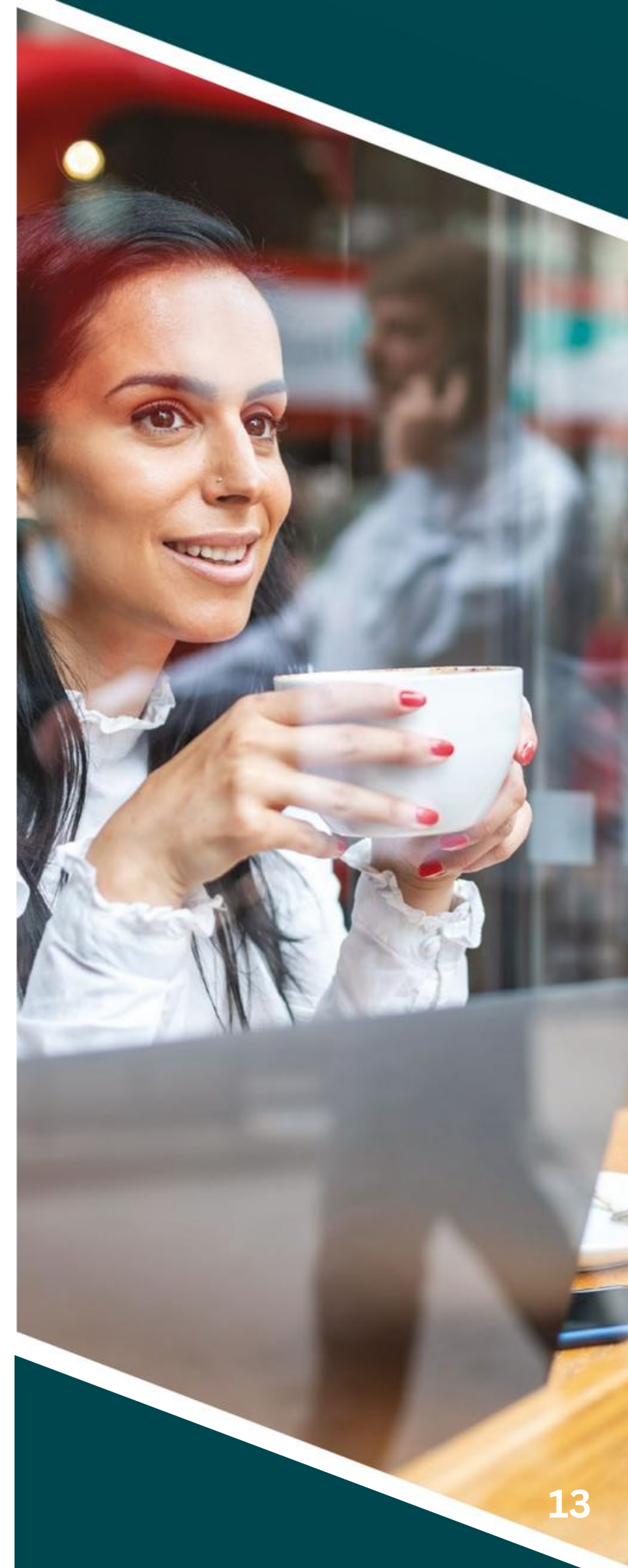
Conflicts of Interest

All applicants to the FCA are required to demonstrate that they do not have other interests likely to conflict with their responsibilities as an employee of the FCA. You should declare any potential conflict of interest as early as possible in the selection process, and also disclose information or personal connections that, if appointed, might be open to misperception.

Any potential conflicts of interest will not prevent candidates going forward to interview but may, if appropriate, be explored during the interview to establish how the candidate would address the issue(s) should they be successful in their application.

Useful Information

- The closing date for this role is 23:59 Monday 11th May 2026.
- Selection will be via a two-stage interview and psychometric assessment
- This role can be London, Edinburgh or Leeds based. If the successful applicant is based in Edinburgh or Leeds, regular travel to the London office will be required as the team is primarily London based.
- The salary range for the role is £130,000 - £165,000 London and (London) £118,000 - £148,500 National
- If successful, you will be required to obtain and retain SC Clearance.
- We currently operate a hybrid working model, working a minimum of 40% in the office each month (50% for senior leaders). This way of working applies in our Stratford, Leeds and Edinburgh offices. From September 2026, FCA employees will be required to spend a minimum of 50% of their working time in the office. Our Executive Director and Directors will be expected to be in a minimum of 60% per month.



APPLICATION SUPPORT AND HOW TO APPLY

We want to remove any possible barriers and are committed to providing a wide range of reasonable adjustments so that you can keep the focus on your conversations and be at your best.

If you have an accessibility requirement, disability, or condition that means you might require changes to the recruitment process, please contact us to discuss this further. Our aim is to make your application as easy as possible, and your recruiter will be happy to work with you to make any necessary arrangements where possible.

To apply for this role, please submit your **CV** and **cover letter** [HERE](#)

Deadline for applications: **23:59 Monday 11th May 2026.**



CONTACT US

Juliet Hardingham

Director

juliet.hardingham@green-park.co.uk

+44 (0) 778 043 1192

Jack Montague-Nelson

Senior Research Consultant

jack.montague-nelson@green.park.co.uk

+44 (0) 794 407 4850

Darcie Stumpf

Operations Manager

Darcie.stumpf@green-park.co.uk

+44 (0) 203 955 9644

