



Head of FCP GWRA & Policies

Copenhagen (HQ), Denmark

Would you like to lead the development of the frameworks that form the foundation of Saxo's approach to preventing financial crime?

About the job

We are looking for an experienced leader to head our GWRA & Policies team within Financial Crime Prevention. You will lead the development and continuous enhancement of our Group-Wide Risk Assessment (GWRA) and financial crime policy frameworks, ensuring they remain robust, risk-based and aligned with evolving regulatory expectations.

As Head of FCP GWRA & Policies, you will lead a team of skilled specialists and provide direction on priorities, governance, and strategic initiatives. You will work closely with senior stakeholders across Compliance, Risk, Legal and the business, helping translate complex regulatory requirements into practical, scalable and sustainable solutions that support both compliance and business objectives.

This is a highly visible leadership role with significant influence across the organisation and a direct impact on Saxo's financial crime risk management framework.

Responsibilities

Your key responsibilities will include:

- Lead and develop the GWRA & Policies team, fostering a high-performing culture built on ownership, collaboration and continuous improvement.
- Set the strategic direction for Saxo's Group-Wide Risk Assessment framework, methodology and governance, ensuring it continues to evolve in line with emerging risks and regulatory expectations.
- Oversee the execution of the annual and ongoing enterprise-wide financial crime risk assessment process, including governance, stakeholder engagement, reporting and remediation activities.
- Drive the continuous development of Saxo's financial crime policy framework, ensuring policies are risk-based, practical and consistently implemented across the organisation.
- Monitor regulatory developments and emerging industry practices, translating complex requirements into clear frameworks, policies and guidance.
- Lead remediation and enhancement initiatives arising from audits, regulatory reviews and internal assessments, ensuring sustainable and timely outcomes.
- Act as a trusted advisor to senior management and governance forums on matters relating to financial crime risk, policy and regulatory expectations.
- Strengthen collaboration across Financial Crime Prevention, Compliance, Risk, Legal and local business units to ensure a coordinated approach to managing financial crime risk.

Your profile

You bring strong leadership experience and deep expertise in financial crime prevention, risk management or compliance. You combine strategic thinking with strong execution capabilities and have successfully led and developed specialist teams in complex environments.

You are comfortable operating in a complex and highly regulated environment, balancing regulatory expectations, risk considerations and business objectives. You build trusted relationships through your expertise, sound judgement and ability to engage stakeholders across the organisation.

You are comfortable discussing detailed risk assessment methodologies as well as advising senior management on strategic risk decisions, and you can translate complexity into clear direction and practical solutions.

We expect that you bring

- Extensive experience within Financial Crime Prevention, Compliance, Risk Management or a comparable regulatory function within banking or financial services.
- Strong expertise in AML, CTF, sanctions and broader financial crime risk management frameworks.
- Significant experience leading experienced specialists and developing high-performing teams.
- Proven experience designing, implementing and evolving enterprise-wide risk assessment methodologies and governance frameworks.
- Deep understanding of financial crime policy development and regulatory expectations across multiple jurisdictions.
- Demonstrated ability to engage and influence senior stakeholders, governance committees and executive management.
- Strong analytical and problem-solving skills, combined with excellent written and verbal communication abilities.
- Experience operating in an international and matrix-based organisation.
- Fluent English, both written and spoken.

If you are motivated by leading experts, shaping enterprise-wide financial crime frameworks and influencing how a global organisation manages financial crime risk, we would love to hear from you.

We review applications and conduct interviews on an ongoing basis and encourage you to apply as soon as possible.

We get curious people invested in the world

When you work at Saxo, you become a Saxonian and part of a purpose-driven organisation, where good ideas are always taken seriously, and where you can make a true impact. We are invested in your development, and you can expect a robust career from day one when you join Saxo – no matter which role you take on.

You will join 2,500 other ambitious colleagues across 11 countries and become part of an international organisation. Working in Saxo, you will get to meet colleagues from many different cultures and backgrounds, and you should know that we value diversity and inclusion and see it as a genuine source of strength to drive growth, foster innovation and position us for long-term success.

We encourage an open feedback culture and supportive team environments enabling employees to grow and fulfil their career aspirations.

When you bring passion, curiosity, drive and team spirit, your learning journey will be dynamic and your career opportunities in Saxo will be immense.

At Saxo we don't just offer a job – we offer an opportunity to invest in your future!

How to apply :

Click here to create an account and upload your resume and a short motivation. We look forward to getting to know you better!

Saxo Bank

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Ansøgningsfrist

Løbende jobsamtaler
Head of FCP GWRA & Policies

Kontaktperson

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