


# Head of Risk & Compliance Innovation

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Help shape how Danske Bank manages risk and compliance through technology that makes a measurable difference. As Head of Risk & Compliance Innovation, you will build and lead a new team, turning complex challenges into practical products, scalable solutions and better ways of working. This is an opportunity to create a new capability and bring innovation into everyday practice across the Risk and Compliance function.

**What you will be doing**

You will lead a multidisciplinary team of approximately 15 colleagues, combining technology and product specialists with PMO and change-delivery professionals. Reporting to James Mackintosh, Head of Enterprise Risk Management, you will work across Risk and Compliance with senior leaders, subject-matter experts and Technology teams. You will set clear direction while building a culture of trust, collaboration and shared responsibility for results.
More specifically, you will:

- Build and lead the Risk and Compliance Innovation team, creating clarity, collaboration and a strong focus on delivery.
- Shape and deliver a technology and change portfolio aligned to strategic, regulatory and operational priorities.
- Deliver practical, production-ready solutions, including AI use cases such as regulatory traceability and digital-twin approaches.
- Translate complex problems into clear product propositions, delivery plans and measurable outcomes.
- Prioritise the team portfolio and budget, making transparent choices and adapting where the expected value is not being realised.
- Establish proportionate delivery governance that supports transparency, sound controls and timely decisions.

**About you**

- Significant leadership experience in banking or another highly regulated financial-services environment.
- A strong track record of technology and product delivery, from concept through to production and measurable impact.
- Experience using AI, automation and data to improve control, insight, productivity or decision-making.
- Experience leading major transformation programmes across organisational boundaries.
- The ability to engage credibly with engineers, architects and data specialists, without needing to code directly.
- Strong portfolio and commercial judgement, including prioritisation, budgeting and resource allocation.

You will be a collaborative, down-to-earth leader who provides clear direction, listens to different perspectives and helps colleagues turn ideas into practical results. Experience owning products while commissioning delivery from technology partners, or helping recover challenged programmes, would be valuable. Experience working with agile tribes and squads, aligning priorities with product owners and coordinating delivery across teams, would also be an advantage, as well as a background spanning technical delivery and change management.

**What we offer you**

You will join a collaborative environment where your work can make a meaningful difference to how a major bank manages risk. We offer a hybrid working model with three to four days per week in the office. You will have access to senior stakeholders, an organisation-wide mandate and the opportunity to build a new capability across Risk and Compliance.

**Are you ready for the next step?**

If this sounds like the right move for you, we would be glad to hear from you. Contact hiring manager James Mackintosh at jamma@danskebank.dk with any questions, or apply directly through this posting. Please submit your application by 1 December 2026.

We look forward to hearing from you!

| **Danske Bank** | **Ansøgningsfrist** | **Kontaktperson** |
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