



Chief Compliance Officer - Nordea Pension, Denmark

We are looking for a Chief Compliance Officer to take on responsibilities for Nordea Pension Denmark. This is an opportunity for you to be the key compliance function holder in the company and in addition join a Nordic team of compliance specialists working with ensuring compliance within Nordea's insurance companies.

At Nordea, we're committed to being a partner our customers and society can count on. Compliance and integrity go hand in hand. Joining us means you'll have an impact on how we do banking – today and tomorrow. So bring your ideas, skills and unique background. With us, you'll be in good company with plenty of opportunities to collaborate, grow and make your mark on something bigger.

About our team

You'll join the Nordea Life & Pension unit, where you will act as a compliance specialist towards the business area. As a Chief Compliance Officer, you will be working with a wide variety of tasks within your field. Primarily you will be responsible for identifying and evaluating compliance risks, as well as engaging in dialogue with the business concerning the handling of these. This includes the development and preparation of monitoring and tests and giving advice. You will also be part of the company's leadership team

Collaboration. Ownership. Passion. Courage. These are the values that guide us in how we work and how we make decisions – and that we imagine you share with us.

Main responsibilities in this role:

- Identifying, describing and assessing risks
- Participation in the planning of compliance activities
- Monitoring of controls and activities
- Advice and training of managers and employees on how to handle compliance risks
- Follow-up on internal and external regulation
- Quarterly compliance reporting to the Board of Directors and the CEO

The role is based in Copenhagen, Denmark.

Who you are

To succeed in this role, you should:

- Have 5+ years' experience from the insurance sector as a compliance officer and preferably also experience from working within a supervisory authority.
- Law or Economic degree, or equivalent
- Have an analytical mindset with a good business acumen and a structured approach with attention to details
- Present strong ability to build relationships at all levels of a company, using strong communication skills
- Have an ability to work fluently, both orally and in writing, in Danish and English.

What we offer

People come here when they want to get somewhere. For some, it's to take their career to the next level. For others, it's to break new ground within their area of expertise – in other words, with us, you will always move forward.

A culture that fosters performance and growth in one of the largest Nordic banks, offering various opportunities to evolve, develop and learn from brilliant colleagues with diverse backgrounds in a vibrant working environment.

Hybrid working model – we believe in the value of bringing people together and at the same time we embrace the freedom of flexibility.

Diversity and inclusion are a natural part of our daily work. We know that an inclusive workplace is a sustainable one. We genuinely believe that our diverse backgrounds, experiences, characteristics and traits make us stronger together. Every day we strive to find new ways to improve diversity and inclusion within our community e.g. we have signed the European Diversity Charters in the countries where we operate to show our commitment and engage with others to continue learning and improving.

If this sounds like you, get in touch!

Next steps

Submit your application no later than 05/05/2026.

We enable dreams and aspirations for a greater good.

We build relationships. We add a personal touch to everything we do – when advising our customers, collaborating with colleagues, and meeting our potential candidates.

We learn and develop. We take pride in being experts and thinking ahead. We use our expertise to meet our customers' needs, from the simplest to the most complex. We bring a growth mindset to our work that enables us to focus on a broader perspective in our daily challenges.

We lead change. We are responsible and aware of the impact of our decisions, both for our customers and for our local and global communities. Mindful of our responsibility towards current and future generations, we have made sustainability an integrated part of our business strategy.

We are Nordea. We have a 200-year history of supporting and growing the Nordic economies and our values are deeply rooted in these open, progressive and collaborative societies. As one of the biggest employers in the Nordics, Poland and Estonia, you have excellent opportunities to evolve, develop and move forward with us.

Only for candidates in Sweden: For union information, please contact finansforbundet@nordea.se or SACONordea@nordea.com.

Nordea

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www.nordea.dk

Ansøgningsfrist

5. maj 2026

Chief Compliance Officer