



Principal Compliance Officer to join our FCC Advisory & Assurance Team

Are you enthusiastic about fighting Financial Crime? Would you like to put your knowledge into practice and become a trusted advisor on complex Financial Crime matters? This might be the right opportunity for you!

We are looking for a Principal Compliance Officer to join our Financial Crime Compliance (FCC) Advisory & Assurance Team. We act as a consolidated single point of contact for FCC Advisory and Assurance matters in Danske Bank. The team consists of a team of Subject Matter Experts who provide advice to colleagues and support the interpretation of Financial Crime Risk management policies, as well as maintain oversight on financial crime controls operated by other teams within the bank including performing assurance on relevant controls. Internal stakeholders include customer-facing units, Financial Crime Risk Prevention and internal Compliance colleagues.

Your role

The Principal Compliance Officer's ("PCO") role within the team is to support the head of the team in the delivery of these activities.

You will:

- Respond in a timely manner to queries received by the team from Business, Risk and Compliance or any other relevant stakeholders. Act as support and guide for other members of the team in these matters
- Maintain an excellent understanding of internal Financial Crime Policies, Instructions and Procedures as well as relevant external regulatory developments in order to effectively support on interpretation and application of Financial Crime Compliance Policies, Instruction and Procedures

- Build and maintain strong relationships with senior stakeholders within the relevant business areas and across lines of defense
- Proactively identify and escalate queries, findings or issue to specialized Financial Crime Compliance teams or the team lead on a timely basis. Act as a central coordinator or see such items through to resolution as required
- Execution of Group Financial Crime Compliance oversight activities against area of coverage. This includes planning, executing and reporting on assurance reviews performed on financial crime controls in these areas as well as logging and tracking any material findings
- Act as a role model for the Bank's values and maintain the highest level of integrity as would be expected from Group Compliance personnel

About you

The ideal candidate will possess very strong communication skills, with the ability to engage and influence peers and senior managers, articulating complex matters in a clear and concise manner. The candidate should have a structured approach to problem solving and be self-motivated, capable of driving forward the work of the team. Additionally, excellent report and narrative writing abilities, combined with a strong eye for detail, are crucial for this role.

In addition, we imagine that you possess the following:

- Experience of working in a second line of defense advisory team, preferably with AML and CTF matters
- An excellent knowledge of Financial Crime risks and controls as well as a very good understanding of the regulatory risk environment applicable to Danske Bank
- A very strong understanding of how large Financial Institutions operate and banking products relevant the role
- Strong experience of providing input, advice or reporting to senior stakeholders
- Strong experience of performing critical assessments of key controls and documenting findings and observations.
- As well as being able to adjust approach and communication style based on circumstances.
- Proven capability to manage priorities effectively and work to a high standard under tight
- Proficiency in Danish, Swedish, Norwegian or Finish would be considered as a beneficial asset

The workplace is located in Copenhagen, Denmark or Warsaw, Poland. Danske Bank supports workplace flexibility (we currently use a hybrid work model, where we work at least 3-4 days in the office).

This role does not include a relocation allowance for candidates who are not based in Denmark or Poland.

Interested in becoming part of our team?

We hope to hear from you! Kindly note that we are processing applications on a continuous basis. We accept applications only in English.

Your job function (position) in the job contract will be Officer-Compliance, Principal. From 1 April 2026 it will be renamed to Compliance under our new job architecture, with no impact on the role or responsibilities.

If you want to know more about the job, feel free contact Hiring Manager **Vladimir Petrov** at vlap@danskebank.dk.

We are looking forward to receiving your application!

About Us

Danske Bank is a Nordic bank with bridges to the world around us. For 150 years, we have supported people and businesses in releasing their potential. A career with us is an opportunity to join a community of 22,000 colleagues in a culture where we are committed to Teaming Up, Owning It and Being Open. Together, we are on a journey to transform Danske Bank into a better bank. For our customers, our employees and the societies around us.

Danske Bank

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danskebank.dk

Application deadline

22. March 2026

compliance officer

Contact person

Vladimir Petrov