



JOB DESCRIPTION

DEPARTMENT: **ENTERPRISE RISK MANAGEMENT**

JOB TITLE: **FINANCIAL RISK ANALYST**

JOB GRADE: **MT2**

NAME OF JOB HOLDER:

NAME OF DIRECT SUPERVISOR:

NUMBER OF SUBORDINATES: **NONE**

JOB SUMMARY

The Financial Risk Analyst is responsible for measuring, analysis, monitoring and identification of market and credit risk as it pertains in Bank Windhoek's business environment through the production of sensitivity, simulation, stress testing, scenario analyses and optimization modelling. Additional focus areas include trend analysis on various scopes, and the measurement and monitoring of concentration risk and risk appetite.

KEY PERFORMANCE AREAS

- Familiarise himself/herself with policies, manuals and internal documentation, as well as management models pertaining to market and credit risk.
- Introduce and maintain effective model risk management which must encompass governance and control mechanisms such as appropriate oversight, policies and procedures, controls and compliance.
- Implement an effective modelling environment to promote and control the data quality, sound development, implementation and use of models as well as the validation and testing of such models.
- The Financial Risk Analyst will be responsible for the development process with a clear statement of purpose. Design, logic, theory as well as the mathematical specification and the numerical techniques and approximations pertaining to the different models should be documented and supported by published research and sound industry practice.
- Ensure that the implemented models are functioning effectively and assess performance over time as conditions and model applications change.
- Produce clear and comprehensible reports and documentation to aid in effective business decision making, while outlining estimates, input-value scenarios and assumptions that provides indications of the model's accuracy, robustness, stability and limitations. The reports and documentation should also state compliance with policy and provide for the continuity of operations.
- Assist in the establishment of a sound, effective and independent model validation process which will evaluate model performance, degree of complying with design objectives and business uses.
- Critically validate external and other third party data and parameter values and assess whether the data is representative of the bank's situation.
- Assist in the creation and maintenance of policies and procedure manuals which formalizes the model risk management activities based on good business practices and existing supervisory expectations.
- Assist in updating enterprise-wide risk management policies and procedures to ensure that they reflect best practice and addresses market and credit risk in all the bank's activities and at both the individual and portfolio level.
- Identifying and analysing existing and potential risks in any product or activity offered or envisaged to be offered by Bank Windhoek.
- Develop models to monitoring, profile and explain the following:
 - Business, Economic and Industry trends;
 - Market and credit concentrations;
 - Client, business and product risk and profitability grading;
 - Stress testing and scenario analyses;
 - Product and balance sheet optimization;
 - Any other matters identified over time.
- Ensure the follow-up of issues identified during the monitoring process.
- Engage with business to pro-actively identify potential market and credit risk, as requested and/or as deemed necessary through indicative analyses
- Assisting the Head: Financial Risk in preparing and presenting reports to the Board Audit, Risk and Compliance Committee, the Executive Management Team, Asset and Liability Committee and the Risk Committee.
- Considering, suggesting and applying methods to improve market and credit risk analysis and reporting to the Board Audit, Risk and Compliance Committee, the Executive Management Team, Asset and Liability Committee and the Risk Committee.
- Assisting in consulting and advising on actions to address significant market and credit risk weaknesses and table recommendations to the Risk Committee, Asset and Liability Committee and Board Audit, Risk and Compliance Committee for approval.

CORE COMPETENCIES

- Proficient analytical, statistical and mathematical knowledge and skills;
- Accurate and efficient;
- Excellent team and personal relationship skills;
- Proficient system and process skills;
- Able to apply strategic objectives into meaningful analytical scenario's;
- Formulating strategies and concepts;
- Persuading and influencing;
- Good verbal and written communication skills; and
- Observant.

EXPERIENCE/KNOWLEDGE & SKILLS

- Knowledge on data handling and warehousing;
- Proficient in algorithms, mathematical theory and computational techniques;
- Comprehensive modelling capability;
- 3 years' experience in mathematical modelling environment;
- Financial markets and derivatives knowledge;
- Proficient Microsoft Office Applications, IT, SQL and programming skills;
- Be able to identify weaknesses in Bank Windhoek's systems, as well as the causes of the identified weaknesses;
- Good decision making and negotiating skills and
- Be able to see the bigger picture.

QUALIFICATIONS

- At minimum a degree in a mathematical, programming and/or optimization.
- A post-graduate degree will be a distinct advantage.

AGREED BY INCUMBENT

DATE

AGREED BY MANAGER

DATE

AGREED BY SENIOR HR MANAGER

DATE