Candidate Brief

☑ Brief for the Position of

• **Head of Regional Centre of Excellence**
  (Job Ref: HRCE/AUG2020)

August 2020
Overview of the Financial Services Commission (FSC)

The Financial Services Commission (FSC) is the integrated regulator for the non-bank financial services sector and global business. Established in 2001, the FSC operates under the Financial Services Act 2007 and has as enabling legislations the Securities Act 2005, the Insurance Act 2005 and the Private Pension Schemes Act 2012 to license, regulate, monitor and supervise the conduct of business activities in these sectors.

The vision of the FSC is "to be an internationally recognised Financial Supervisor committed to the sustained development of Mauritius as a sound and competitive Financial Services Centre". In carrying out its mission, the FSC aims to:

- promote the development, fairness, efficiency and transparency of financial institutions and capital markets in Mauritius;
- suppress crime and malpractices so as to provide protection to members of the public investing in non-banking financial products; and
- ensure the soundness and stability of the financial system in Mauritius.

The FSC is mandated under the Financial Services Act to inter alia:

- ensure the orderly administration of the financial services and global business activities;
- ensure the sound conduct of business in the financial services sector and in the global business sector;
- elaborate policies which are directed to ensure fairness, efficiency and transparency of financial and capital markets in Mauritius;
- study new avenues for development in the financial services sector, to respond to new challenges and to take full advantage of new opportunities for achieving economic sustainability and job creation;
- ensure soundness and stability of the financial system in Mauritius; and
- work out objectives, policies and priorities for the development of the financial services sector and global business.

Board & Chief Executive of the FSC

The FSC is administered and managed by a Board which consists of a Chairperson, a Vice Chairperson, independent non-executive members and a Chief Executive.

The Board carries out its functions through the following sub-committees:
- Audit and Risk Committee
- Corporate Governance Committee
- Enforcement Committee
- Staff Committee
Strategic Team

In carrying out the FSC's mission, the Strategic Team is guided by the Code of Conduct for FSC Staff and the Core Values of the organisation, which are:

- Professionalism
- Ethical Behaviour
- Compliance with Rules
- Team Work

The Strategic Team is made up of the Chief Executive, the Deputy Chief Executive and the Directors. The Strategic Team ensures the delivery of the operational objectives of the FSC. The team is responsible for the implementation of goals as set out in the strategic and business plans and ensure that the decisions and directions provided by the Board are understood by each and every member of the staff.

The FSC’s role in regulating and supervising non-bank financial institutions and services requires that it acts at all times and in all its dealings to the highest standards of ethical and professional behaviour. Its reputation, standing and effectiveness rest on its ability, as an institution comprised of staff imbued with high ethical values, competence and drive, to meet these standards of conduct.

The FSC Code of Conduct sets out the standards and guiding principles of conduct for the employees in the discharge of their functions. The Code of Conduct is applicable to all staff and at all levels.
Regional Centre of Excellence (RCE)

The FSC, in collaboration with the Organisation of Economic Cooperation and Development (‘OECD’), set up in March 2019, a Regional Centre of Excellence (RCE) for capacity building and best practices in view of Mauritius and OECD’s mutual combat against financial malpractices in the African region. It is the only Centre of Excellence of the OECD in the African continent.

The RCE has as main focus, the development of capacity building programmes, aimed at primarily financial services regulators from the Southern and Eastern African Regions. The objectives of the RCE also include the conduct of research on topical themes relevant to financial services and financial malpractices for the regional market and recommendation/advice on minimum standards that reflect ground market realities.

In order to further our activities and drive the vision of the RCE, the Commission is looking for a dynamic, motivated and experienced person who will head the RCE.
Job Description

Head of Regional Centre of Excellence (Job Ref: HRCE/AUG2020)

The role of the Head of the Regional Centre of Excellence (RCE) is to assist in achieving the Commission’s vision to be an internationally recognised Financial Supervisor committed to the sustained development of Mauritius as a sound and competitive Financial Services Centre.

Role and Responsibilities

The Incumbent will report to the Chief Executive or designated officer and will perform, inter-alia, the following duties and responsibilities:

- Head the Regional Centre of Excellence.
- Design and develop training/capacity building programmes.
- Design and prepare training materials.
- Organise and deliver capacity building programmes (including online courses, virtual classrooms, etc) for financial services regulators and law enforcement agencies.
- Assess the effectiveness of training programmes.
- Engage with local and international counterparts.
- Conduct research in topical areas in the field of financial services.
- Recommend and advise on the introduction of regulatory standards that reflect ground market realities.
- Propose new initiatives/collaboration opportunities with a view to consolidating increased capacity building efforts within the region and strengthening cooperation with other regional bodies to share knowledge and expertise.
- Manage the website of the RCE.

The incumbent will be expected to work outside normal office hours including weekends and public holidays, and to perform any other related duties assigned but relevant to the operations of the Commission.

The duties mentioned above are not exhaustive. The Commission reserves the right to require the incumbent to perform any other duties of equivalent level to those specified.
Specific Competencies
- Shaping Strategic Direction and Inspirational Leadership.
- Adaptability and Flexibility.
- Team and Performance Development.
- Accountability.
- Project Management Skills.
- Analytical and Solution Driven.
- Learning Orientation and Sharing Knowledge.
- Self-Discipline and Responsibility.
- Customer Service Skills.
- Communication and Interpersonal Skills.

Qualifications and Experience
- A relevant postgraduate degree from a recognised institution or equivalent professional qualifications from a recognised body.
- Proven experience in a position of responsibility.
- At least 5 years of teaching experience at tertiary level.
- Knowledge of current international standards and practices in financial services.
- Knowledge in FinTech and dynamics of financial markets would be an advantage.
- Experience in collaborating/liaising with overseas learning institutions and international organisations.
- Proven experience in conducting online classes, organising webinars, conferences/workshops.
- Experience in developing training programmes with foreign and local stakeholders is desirable.
- Experience is using and updating e-learning platforms.
- Excellent written and verbal communication skills.
- Good understanding of working with a wide and diverse group of stakeholders.
- Supervisory / Regulatory experience will constitute an advantage.
**Employment and Remuneration Package**

Employment will be on contractual basis for an initial period of two (2) years, renewable upon satisfactory performance.

We offer an attractive remuneration package which will be commensurate with qualifications and experience.

**How to Apply**

Applications should be made on duly completed application form which can be downloaded from the FSC website;

All applications, duly referenced, need to be sent to the following e-mail address:

recruitment@fscmauritius.org

Closing date of applications is **Friday 04 September 2020 at latest 17.00 hrs.**

**References**

The names of two (2) referees are required as part of the application process. Referees must be people who know you in a capacity to comment on your suitability for the position for which you have applied. One of your two referees should be either your current or previous employer. References will only be considered for short-listed candidates and they will be informed accordingly.

**Conflicts of Interest**

Candidates will need to demonstrate that they do not have interests likely to conflict with their responsibilities. They should declare any potential conflict of interest as early as possible in the selection process and also disclose information or personal connections that, if appointed, might be open to wrong perceptions.