



Candidate Brief

Brief for the Position of

- **Data Analyst (D-ANA/APR2026)**

08 April 2026

Overview of the Financial Services Commission (FSC)

The Financial Services Commission (FSC) is the 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, non-executive directors and the Chief Executive.

The Board carries out its functions through the following sub-committees:

- FSC Legal Affairs Committee
- FSC Staff Committee
- FSC Audit, Risk and Corporate Governance Committee
- FSC Application and Approval & Waivers and Exemption Committee
- FSC AI, Fintech and Blockchain Committee

Job Description, Qualifications and Experience

Data Analyst (D-ANA/APR2026)

The role of the Data Analyst is to assist in achieving the Commission's vision to be an effective financial regulator and to provide administrative and technical support in the core functions of the relevant Cluster.

Incumbent will be required to perform tasks of administrative, financial and technical nature in support of the achievement of the Commission.

(a) Operational Deliverables

Incumbent will perform duties based upon posting:

- Perform duties of administrative, financial and technical nature as assigned by the Senior Manager or designated officer(s)
- Ensure the regular and timely updating of the database.
- Provide support in the preparation of the Commission's publications and website.
- Provide support in the organisation of corporate events, as and when required.
- Participate in projects/assignments.
- Perform any other related duties

Data Quality Controls and Monitoring

- Design, implement and maintain data quality rules and validation checks for priority datasets and key reports;
- Establish routine monitoring (including frequency, thresholds and exception handling) to ensure consistent operation of controls;
- Produce periodic data quality status reporting and trend insights for management and relevant governance forums.

Data Profiling and Quality Assessment

- Conduct structured data profiling to assess completeness, validity, consistency, timeliness and uniqueness;
- Identify trends, anomalies and outliers and distinguish genuine data defects from expected operational variation;
- Document findings and provide prioritised recommendations for corrective actions.

Exception Investigation, Root Cause Analysis and Remediation Tracking

- Investigate exceptions, variances and data mismatches to determine likely root cause(s);
- Maintain a central data quality issues register capturing severity, ownership, target dates, status and actions taken;
- Coordinate and track remediation actions with data owners, process owners and technical teams through to closure.

KPI and Reporting Integrity Assurance

- Support the definition of priority organisational metrics and KPIs, including agreed definitions and scope;
- Validate that KPI calculations are aligned with approved definitions and can be traced to authoritative sources;
- Prepare and maintain structured evidence packs documenting calculation logic, validation performed, traceability examples, known limitations, assumptions and residual risks.

Practical Data Management Artefacts

- Maintain operational artefacts required for consistent data management, including data inventories, data definitions and dictionaries for priority areas, classification and handling requirements, and data ownership and stewardship arrangements, in line with the organisation's governance model.

Assurance and Audit Support

- Provide evidence and traceability outputs to support internal reviews, audits, inspections and information requests;
- Support continuous improvement of controls and governance practices based on evidence, findings and lessons learned.

Essential Requirements

Candidates must demonstrate:

- **Hands-on data quality experience**, including designing validation rules, profiling datasets, monitoring quality, and measuring improvements over time;
- **Exception and issue management experience**, including maintaining an issues register, prioritising defects, assigning ownership and tracking remediation;
- **Evidence-based assurance capability**, including clear documentation of data lineage, calculation logic, assumptions and limitations sufficient to support formal scrutiny.

Desirable Requirements (Differentiating Skills)

The following will be considered strong advantages:

- Experience with **business intelligence and dashboarding tools** (e.g. Power BI, Tableau or equivalent), including the development of executive-ready dashboards and drill-down views;
- Capability in **scripting and automation** (e.g. Python or equivalent) to automate profiling, validation runs, exception reporting and routine checks;
- Practical understanding of **data modelling and reporting logic**, including measures, dimensions and consistent KPI implementation;
- Experience documenting **data lineage, metadata and traceability**, including mapping reported measures back to authoritative sources;
- Exposure to **anomaly detection and correlation techniques**, including AI-assisted approaches, where appropriate and aligned to organisational risk parameters.

Behavioural and Professional Competencies

Candidates must demonstrate:

- A methodical, analytical approach with strong attention to detail;
- The ability to explain complex findings and associated risks clearly to non-technical audiences;
- The confidence to challenge constructively and escalate concerns appropriately where data reliability is compromised;
- Strong planning and prioritisation skills, with the ability to manage multiple workstreams;
- Effective coordination across functions, including engagement with accountable owners; and
- High standards of integrity, discretion, confidentiality and professional ethics.

Evidence of Capability

Applicants should be able to demonstrate, through prior work experience, examples of:

- Implementation of data quality rules and monitoring that reduced recurring defects;
- Reconciliation of inconsistent reports through structured analysis and root cause identification;
- Production of dashboards or reporting packs that provide clear visibility over data quality and KPI integrity; and
- Creation of traceable documentation and evidence suitable for audit-style scrutiny.

Specific Competencies

- Accountability.
- Project Management Skills.
- Analytical and Solution Driven.
- Learning Orientation & Sharing Knowledge.
- Self-discipline and Responsibility.
- Customer Service Skills.
- Communication and Interpersonal Skills.

Qualifications and Experience

- By selection from candidates possessing a University Degree in Computer Science, Information Technology, Data Science, Information Systems, Software Engineering or a related technical field or equivalent professional qualifications from a recognized body.
- Reckoning at least **one** year relevant post qualifications experience in data quality, data management, data governance, data assurance, or BI roles with a strong validation and controls remit. Experience in a regulated or reporting-intensive environment will be an advantage.

Employment and Remuneration Package

Employment will be on probation for a period of one year with a view to confirmation in a permanent capacity upon satisfactory performance.

Benefits comprise of an attractive remuneration package.

How to Apply

Visit the FSC's website (www.fscmauritius.org - Careers Section) for further information and application.

Closing date of applications: **Monday, 27 April 2026 at latest by 17.00 hrs (local time).**

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.

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