



# Candidate Brief

## Brief for the Position of

- **Chief Operating Officer**  
(Job Ref: COO/APR2026)

**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 members and a 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

### Chief Operating Officer (Job Ref: COO/MAR2026)

The Chief Operating Officer (COO) is a key senior leadership role responsible for overseeing the operational and strategic functions of the FSC, while ensuring innovative, efficient, effective, and compliant delivery in alignment with the Commission's strategic mandate, regulatory obligations, and public accountability requirements.

The COO drives operational excellence and institutional performance and ensures robust governance across all operations. The incumbent leads the directorates/divisions under its direct supervision, providing clear strategic direction, oversight, and accountability, while ensuring strong alignment across these functions. The COO also promotes effective integration and collaboration between these directorates/divisions and the wider organisation to support cohesive, enterprise-wide delivery and minimise silos.

### Level of Responsibility and Authority

The COO will report to the Chief Executive and will undertake duties and responsibilities as per the instructions of the Chief Executive.

### Main Duties, Responsibilities and Accountabilities

The COO will perform the following duties and responsibilities:

#### (a) Strategic Deliverables

- Assist the Chief Executive in elaborating the strategic goals and policy framework of the Commission in order to meet its statutory objectives and ensure that work is carried out economically and efficiently.
- Oversee the cascading of the strategy into actionable operational plans and deliverables, and drive their timely execution across all directorates/divisions.
- Provide expert advice to the Chief Executive on operational implications of policy, regulatory, and strategic decisions, and recommend necessary adjustments to action plans throughout the course of strategy implementation.
- Ensure that the FSC's regulatory powers and responsibilities are exercised judiciously and manage risks devolving upon the Commission's operations in the achievement of its strategic objectives.
- Demonstrate proven knowledge of FATF Mutual Evaluation mechanisms and requirements and support the alignment of the Commission's strategies and operations with international AML/CFT standards and best practices.

#### (b) Operational Deliverables

- Oversee the operational directorates/divisions in the FSC as may be entrusted by the Chief Executive, and ensure effective coordination and integration of their operations.

- Ensure compliance of the Commission with applicable laws, rules and regulations, as well as good governance practices and legislative requirements.
- Ensure that regulatory operations are supported by innovative and effective systems and processes, in alignment with applicable laws, regulatory frameworks, and internal policies.
- Closely monitor the use of the Commission's supervisory and regulatory powers /tools.
- Responsible for the control and management of the day-to-day business of the Directorates under the purview of the COO.
- Establish clear performance expectations and targets, evaluate and monitor the performance of the operations under the COO purview, and prepare operational reports for executive management and the Board.
- Ascertain high standards of service delivery to regulated entities and stakeholders, through streamlined processes and responsiveness.
- Assist in establishing networks and in maintaining high-level relations with the FSC's key stakeholders at the national, regional and international levels.

**(c) Developmental Deliverables**

- Provide on-going leadership, support and direction to the Leadership Team to respond to challenges while coaching and mentoring the team.
- Take an active role in the talent development, performance management and capacity building strategies of the Heads falling under the direct purview of the COO, and share knowledge and lessons learnt from other regulatory bodies.
- Ensure that the Directorates under his /her responsibility and the Leadership Team are empowered and accountable for the FSC's performance.
- Encourage a strong sense of collaboration, engagement, and alignment across directors under the COO
- Drive and instil a high-performance culture among the Leadership Team

**(d) Other Deliverables**

- Develop, promote and act at all times in the best interests of the FSC.
- Observe the highest standards of ethical and professional conduct in carrying out the duties above
- Participate in meetings of the Board and sub-committee/s of the Board as may be required.
- Represent the FSC in national and international forums when directed.
- Perform any other tasks.
- Participate in such other activities of the Commission as may be assigned by the Chief Executive from time to time.

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.

## Qualifications and Experience

- At least a Master's degree (or equivalent) in Finance, Economics, Law, Accounting, or Business Administration. A professional qualification (e.g. ACCA, CFA, CPA, or legal qualification) is highly desirable.
- Minimum of 15 years of progressive experience in financial services regulation is required, including at least 10 years in positions of responsibility across sectors such as Pensions, Insurance, Capital Markets, or Global Business or in functional areas such as authorisation, supervision or enforcement. The above should include at least 5 years in senior executive leadership roles in financial institution or within a financial services regulatory authority or central bank.
- Demonstrated experience of a substantial and relevant nature in the following areas:
  - Designing, implementing, or overseeing risk-based supervisory frameworks
  - Policy development and regulatory frameworks
  - Management of complex or large divisions within an organisation
  - Knowledge and application of international financial regulatory standards and practices
  - Understanding and use of new tools used by regulators, including RegTech, SupTech and Artificial Intelligence, to support compliance, monitoring and risk management
  - Management of high-risk or sensitive regulatory matters
  - Dealing and interacting with financial services regulators (e.g. Central Bank, Securities Commission, or similar institutions)

The candidate will be expected to demonstrate the following skills:

- ***Financial services regulatory knowledge and experience.*** The successful candidate will have extensive knowledge of macro and micro prudential regulations and experience in applying that knowledge to policy issues; advanced knowledge of conduct regulation is also desirable.
- ***Leadership, change and people management skills.*** The ability to be an effective member of the Leadership Team as well as to delegate, develop talent and encourage a strong team approach across the FSC. The ability to lead change, innovation, and transformation initiatives for continuous improvement. The successful candidate will have held a senior leadership role and will be expected to demonstrate personal effectiveness, determination and resilience.
- ***Communication, influencing, stakeholder management and interpersonal skills.*** The ability to build good relationships with colleagues within the FSC and with other partners, market participants, and international counterparts. The successful candidate must be able to communicate with assertiveness and have credibility amongst licensees, the media, the markets and the wider public.
- ***Policy skills.*** The ability to translate market and supervisory insights into forward-looking, practical regulations, while assessing impacts and unintended consequences. The candidate must have the strong capability to develop policy frameworks that are risk-based, respond to a fast-moving environment and are aligned with international standards. Strong stakeholder engagement and consultation skills are essential to develop credible and balanced policy and regulation.

- **Undisputed integrity and standing.** The ability to maintain discretion and engender trust in staff, peers and stakeholders and willingness to abide by necessary conflict of interest constraints.

## Employment and Remuneration Package

Employment will be on contractual basis for an initial period of three (3) years, renewable upon satisfactory performance.

Benefits comprise of an attractive remuneration package, which will be commensurate with qualifications and experience.

## How to Apply

Applications should be made on the application form which can be downloaded from the FSC's website ([www.fscmauritius.org](http://www.fscmauritius.org)) under Careers Section. Candidates should also submit (i) a CV (complementing information to the application form), (ii) a motivation letter and (iii) vision statement (2 pages).

All applications together with the above required documents, duly referenced, need to be sent to the following e-mail address:

[recruitment@fscmauritius.org](mailto:recruitment@fscmauritius.org)

Closing date of applications is **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 as Chief Operating Officer at the Commission. 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.