



Subsector: Enterprise

Job Family: Compliance (Operational)

Impact Level

Today, this role is responsible for testing the effectiveness of compliance risk controls in accordance with compliance monitoring procedures, communicating results to management and promoting best practices to strengthen internal controls.

High Impact

Consolidated Activities

	Today	Future
Compliance Monitoring Plans Development	Execution involves manual compilation of required inputs to determine the scope, scale and complexity of monitoring plans.	With the support of aggregated enterprise-wide data, a robust risk-based testing and monitoring strategy, plan and approach can be better developed.
Testing Execution and Reporting	Execution is time consuming. FIs are leveraging RPA to broaden the sample size (or scope of coverage), and gradually shifting towards full-population testing without the need to expand the workforce.	Execution will be deployed off-shore (testing-as-a-service), with experts who are dedicated to perform large scale testing activities and offer real time test results through dashboard.

In the next

3-5 years ...

This role will evolve as RPA takes over the manual and/or repetitive testing process, allowing them to refocus on higher value areas - e.g., validate results, build mitigation strategies to close the gap of existing control and contribute to the development of robust internal controls.

Skills Differentiators:

- ▶ **Data Interpretation and Analysis:** The job holder will need to be skillful in interpreting data to extract key insights for recommendations, decisions or actions.
- ▶ **Advanced Digital Acumen/Literacy:** The job holder will need to be constantly upskilled to operate new or refined AI-enabled machines.
- ▶ **Data Storytelling:** The job holder will need to be able to disseminate key messages/findings from investigation in a compelling, clear, and easy-to-understand manner for relevant stakeholders to take action.
- ▶ **Complex Problem Solving:** The job holder will need to examine complex problems that are escalated for review and leverage available resources to develop and execute solutions.
- ▶ **Process Excellence:** Equipped with findings of operational effectiveness testing, the job holder needs to possess the skills to identify process improvement opportunities and drive continuous improvement.

