

Level of Impact

High Impact

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Manage commodity portfolios	<ul style="list-style-type: none"> Analyse commodity portfolio to identify trading opportunities Perform appropriate valuation methods to assess commodity valuation and monitor supply and demand factors that affect trades and valuations Apply organisation's controls to safeguard commodity portfolio positions Collaborate with derivative trading team to manage risks from structured trades 	<ul style="list-style-type: none"> [NEW] Analyse data from the internet, sensors, geospatial satellites and drone technology to generate sentiment and fundamental analyses to improve portfolio performance [NEW] Use cognitive technologies to improve traceability in the supply chain [AUGMENTED] Analyse commodity portfolio performance with the help of advanced data analytics to access real-time market feeds, news, weather reports and product movements across the supply chain [AUGMENTED] Use BI tools and dashboards to monitor and assess commodity portfolio performance as well as anticipate future price movements Apply trade controls to safeguard commodity portfolio positions Collaborate with the derivatives trading & data sciences teams to manage structured trades and execute trading decisions that lower liquidity risk and financial liabilities [NEW] Support the implementation of the sustainability roadmap that guides the organisation in meeting its sustainability goals. Track the organisation's carbon footprint to reduce emissions, shaping a more sustainable business [NEW] Develop sustainability reports to track the organisation's progress in meeting its sustainability goals
Engage in buying and/or selling activities	<ul style="list-style-type: none"> Apply relevant commodity trading strategies to guide positions during various market trends or economic conditions Execute trades that are within allowed rates or limit in accordance with portfolio objectives Conduct negotiation of buying and/or selling activities Collaborate with market analysis team to form buy or sell decisions Implement internal trade guidelines to ensure compliance with regulatory requirements and legislations Collaborate with the operations team and market analysis team to see through the physical settlement of commodity 	<ul style="list-style-type: none"> Execute trades that are within allowed limits. Implement hedging strategies with the derivatives trading team to optimise trade performance [NEW] Engage in sustainable trading [AUGMENTED] Perform buy and/or sell activities using algorithms that can process large amounts of data to reduce information gaps, identify trading opportunities and mitigate trade risks Implement internal trade guidelines to ensure compliance with regulatory requirements and legislations [AUGMENTED] Collaborate with the operations, market analysis and data sciences teams to explore the possibility of conducting trades on an internal e-platform that enables partners to exchange information and negotiate contracts to maintain transparency during trading [NEW] Follow product development processes that focuses on customer needs, incorporate sustainability standards and at the same time, ensure prospective trades are commercially viable

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Manage trade relationships	<ul style="list-style-type: none"> Execute targeted trade partnership implementation plan Build working-level relationships with existing networks and possible trade partners Monitor activities and performance of trade partners against contract terms and identify performance problems or contractual issues Resolve trade contracts, disputes or performance issues at the operational level 	<ul style="list-style-type: none"> [NEW] Work with internal or external technology teams to build or adopt third-party trading e-platforms, lowering barriers to entry for trade partners. Perform programming responsibilities as required for the development of such platforms Build and maintain working-level relationships with existing and potential trade partners by focusing on their needs and demonstrating competence in multiple areas (e.g., product type, product applications, market trends and regulations) [AUGMENTED] Apply RPA to monitor activities and performance of trade partners against contract terms, and identify performance problems or contractual issues Resolve trade contracts, disputes or performance issues at an operational level, taking guidance from trade compliance policies Contribute feedback to the operations teams, as well as trade counterparties, on documentation policies and contracts required for trade transactions during periodic reviews
Support application initiatives	<ul style="list-style-type: none"> Assist in the review of work processes and procedures to plan for continuous work improvement activities Contribute to technology implementation projects to facilitate the use of technologies, electronic tools and devices 	<ul style="list-style-type: none"> Assist in the review of work processes and procedures using data analytics to provide data-driven insights for the planning of continuous work improvement activities Contribute to technology implementation projects to advocate the use of technologies, electronic tools and devices in improving work processes

Job Adjacency

WITHIN WHOLESALE TRADE			OUTSIDE WHOLESALE TRADE		
Logistics Analyst	Procurement Analyst	Risk Analyst	Business Analyst	Business Development Analyst	Data Analyst

SKILL DIFFERENTIATORS

Roles Specific

SKILL	DESCRIPTIONS
Advanced Data Analytics	Produce data-driven insights to improve business and/or functional performance by cleaning and organising large datasets and applying data mining and analytics techniques.
Performance Monitoring and Analysis	Interpret performance data to develop insights to improve business performance.
Position Management	Apply standard trading strategies and analyse price movements to manage the profitability of trade positions.
Sourcing Portfolio Analysis	Analyse past supply trends and other information sources to support the segmentation of the sourcing portfolio.
Trade Automation	Support the development of rules and conditions by back testing the trading rules to historical market data to determine the outcome's viability and fine-tune the trade rules.

IN THE NEXT
3-5 YEARS...

The role will continue to perform human-led commodities trading but will be heavily assisted by AI, predictive analytics and algorithmic-assisted trading. As commodities trading becomes increasingly digitalised, traders will be expected to have strong coding, quantitative analysis, and data modelling capabilities. Traders of the future will be valued for their capabilities in core trading and digital skills. The role will also continue to build and maintain relationships with trade partners and establish relationships in trade networks to understand customer needs better and uncover business opportunities.

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