

Level of Impact

Medium Impact

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Manage commodity portfolios	<ul style="list-style-type: none"> • Drive the profit and loss for one or multiple commodities and identify other commodity classes' trading opportunities • Evaluate the performance of commodity portfolio against strategic objectives and drive adherence to organisation's controls to safeguard commodity portfolio positions • Evaluate the suitability of valuation models and assumptions applied to commodity valuation • Drive collaboration with Operations, Risk, Finance and Derivatives trading team to manage structured trades and its risk 	<ul style="list-style-type: none"> • [AUGMENTED] Drive the use of cognitive automation technologies and data analytics to guide the establishment of commodity trading strategies • [NEW] Drive the usage of AI and big data to collect data and predict patterns which traders can leverage to improve portfolio performance. Institutionalise the use of platforms that scan for data from sources such as the internet, sensors, geospatial satellites and drone technology to generate sentiment and fundamental analyses • [AUGMENTED] Collaborate with the Derivatives Trading team to drive the creation of a central trading desk that facilitates hedging against commodity price fluctuations and enables information flow from multiple sources to the CTRM system. Explore the use of CTRM systems to execute transactions, analyse data and evaluate impacts of market movement on performance • [AUGMENTED] Drive the use of advanced analytics to generate new portfolio ideas and identify commodity classes' trading opportunities • [AUGMENTED] Direct the use of BI tools and dashboards to monitor and assess commodity portfolio performance as well as anticipate future price movements • Collaborate closely with risk and regulatory teams to facilitate trade controls and safeguard commodity portfolio positions • Collaborate with derivatives trading and data science teams to manage structured trades and execute trading decisions that lower liquidity risk and financial liabilities • [NEW] Develop a sustainability roadmap, in collaboration with various stakeholders, that guides the organisation in meeting its sustainability goals • [NEW] Partner with external and internal stakeholders to drive the organisation's sustainability goals and track the organisation's progress via sustainability reports

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Engage in buying and/or selling activities	<ul style="list-style-type: none"> Guide commodity trading strategies to account for various market trends or economic conditions and endorse trades beyond the rates or limits Direct trade negotiation strategies, techniques Direct trading team to comply with trade regulations and guidelines in consultation with regulatory and risk management team Drive collaboration with operations team and market analysis team to manage the physical settlement of commodities and shape targeted research areas, respectively 	<ul style="list-style-type: none"> [AUGMENTED] Drive collaboration with market analysis and data science teams to facilitate the use of advanced analytics that consolidate and analyse historical trends and patterns, providing traders with the latest information on markets and commodity movements [AUGMENTED] Direct trade negotiation strategies and techniques with the use of algorithms that can process large amounts of data to reduce information gaps and identify trading opportunities Escalate trades with potential risks to the trade compliance team and support the development of rectification measures Direct the trading team to comply with trade regulations and guidelines [NEW] Explore the possibility of managing the physical settlement of commodities using e-platforms that enable partners to exchange information, negotiate contracts and maintain transparency during trading activities [NEW] Drive the development and trading of sustainable commodity products and ensure the trading process meets sustainability standards and organisational goals
Manage trade relationships	<ul style="list-style-type: none"> Drive trade partnership strategies and development of relationships with existing key and possible trade partners Endorse future trade renewals, changes or termination based on the analysis and evaluation of the overall performance of trade partners Guide the establishment of resolution approaches per organisational policies and procedures on trade contracts, disputes or performance issues of key trade partners 	<ul style="list-style-type: none"> [NEW] Drive the creation of an internal e-platform or the adoption of third-party solutions to make trading more efficient, lowering barriers to entry for trade partners [AUGMENTED] Explore the possibility of endorsing trade partners and future trade renewals on e-platforms Develop relationships with new and existing counterparties to increase trading volume and improve business performance Partner closely with the regulations and compliance team to guide the establishment of resolution approaches following organisational policies and procedures on trade contracts, disputes or performance issues of key trade partners
Drive collaboration of human resource, technology, finance and continuous improvement initiatives	<ul style="list-style-type: none"> Oversee department's financial budgeting process and budget utilisation Manage department's talent development and recruitment efforts Drive corporate governance measures Lead the use of technology for process improvement and innovation 	<ul style="list-style-type: none"> Strategise the deployment of solutions like data analytics and BI applications to enhance budgeting and tracking processes Ensure interoperability between existing and new systems and software applications in an organisation, allowing for effective and accurate data exchange and communication, information sharing and easy execution of activities Develop strategies to deliver work effectively through job redesign and reskilling/upskilling strategies Drive progressive and inclusive corporate governance measures. Drive initiatives that uphold the organisation's ESG guidelines

Job Adjacency

WITHIN WHOLESALE TRADE			OUTSIDE WHOLESALE TRADE		
Head of Global Trading Innovation	Head of Industry Affairs	Head of Product Management (Commodities)	Chief Operating Officer	Corporate Strategy Advisor	Management Consultant

SKILL DIFFERENTIATORS

Roles Specific

SKILL	DESCRIPTIONS
Advanced Data Analytics	Review the efficacy of predictive analytics models and evaluate outputs for business and/or functional strategy formulation.
Performance Monitoring and Analysis	Collaborate with other business leaders to design data-driven frameworks and dashboards to monitor business performance for better decision-making.
Position Management	Develop trade position management framework, hedging strategies and risk thresholds to reduce the risk of financial losses due to market volatility.
Sourcing Portfolio Analysis	Oversee the sourcing portfolio analysis and develop strategies to concentrate or diversify supply, manage risks, enhance speed to market, and reduce costs.
Trade Automation	Drive trade automation by identifying the right platform based on the complexity of trade algorithms and platform independence, specific requirements and analytical capabilities. Define the governance framework and monitor the trading outcomes for any deviations.

IN THE NEXT 3-5 YEARS...

As global trade becomes increasingly digital, data scientists will become an essential support for this role in strategy building and enhancing trading profitability. Armed with more data and insights about markets and customers, the role will focus more on building relationships with trade partners and collaborating with regional trade networks and regulatory bodies. This role will also be responsible for striking a balance between using technology and building relationships with trading partners to retain a sense of personal touch.

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