

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"> • Manage profit and loss for one or multiple commodities • Review commodity portfolio performance and develop trading plans to address identified gaps in commodity classes • Review periodic portfolio status reports, valuation methods and assumptions, and assess supply and demand factors that affect trade and valuations • Facilitate trade controls to safeguard commodity portfolio positions • Facilitate collaboration with derivatives trading team to manage structured trades risk 	<ul style="list-style-type: none"> • [AUGMENTED] Implement cognitive automation technologies that guide the establishment of commodity trading strategies • [NEW] Leverage technologies like AI, ML and big data to collect data and predict patterns to help traders improve portfolio performance. Use platforms that scan for data from sources such as the internet, sensors, geospatial satellites and drone technology to generate sentiment and fundamental analyses • [AUGMENTED] Work closely with leaders and technology teams to explore the use of CTRM systems to review commodity portfolio performance and address identified gaps in information access • [AUGMENTED] Use advanced analytics to generate new portfolio ideas and identify trading opportunities • [AUGMENTED] Leverage BI tools and dashboards to monitor and assess commodity portfolio performance as well as anticipate future price movements • Facilitate trade controls and safeguard commodity portfolio positions by collaborating with regulatory and risk teams • Collaborate with derivatives trading & data sciences teams to manage structured trades and execute trading decisions that lower liquidity risk and financial liabilities • [NEW] Implement the sustainability roadmap that guides the organisation in meeting its sustainability goals. Monitor the organisation's carbon footprint to reduce emissions, shaping a more sustainable business • [NEW] Partner with external and internal stakeholders to drive the organisation's sustainability goals and report the organisation's progress via sustainability reports
Engage in buying and/or selling activities	<ul style="list-style-type: none"> • Develop commodity trading strategies to guide positions during various market trends or economic conditions and approve trades beyond the rates or limits • Facilitate trade negotiation and escalate trades with potential risks to trade compliance for the development of rectification measures • Facilitate collaboration with operations team and market analysis team to manage the physical settlement of commodities and guide targeted research areas along with inputs on markets, respectively 	<ul style="list-style-type: none"> • [AUGMENTED] Collaborate with market analysis and data sciences teams to facilitate the use of advanced analytics that consolidate and analyse historical trends and patterns to provide traders with the latest information on market and commodity movements • [AUGMENTED] Facilitate 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 trade compliance and propose rectification measures • Comply with trade regulations and guidelines • [NEW] Support the potential implementation of an internal e-platform that enables partners to exchange information, negotiate contracts and maintain transparency during trading activities • [NEW] Develop and trade sustainable commodity products, and ensure the trading process meets sustainability standards and organisational goals

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Manage trade relationships	<ul style="list-style-type: none"> Develop targeted trade partnership strategies and implementation plan and enhance networks with existing and potential trade partners Analyse trade partners' service delivery and performance levels to keep in line with key performance indicators and provide performance feedback Facilitate appropriate actions to manage trade contracts, disputes or performance issues of key trade partners 	<ul style="list-style-type: none"> [NEW] Collaborate with internal or external technology teams to build or adopt third-party trading e-platforms to lower barriers to entry, facilitate the ease of transactions and achieve greater price transparency [AUGMENTED] Leverage e-platforms to engage and endorse trade partners for future trade renewals Develop relationships with new and existing counterparties to conduct trades, increase trading volume and improve business performance Analyse trade partners' service delivery performance and make necessary recommendations Collaborate with the governance and compliance team to manage 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"> Develop department's financial budgeting process and track budget utilisation Support department's talent attraction, development and retention efforts Develop corporate governance measures Evaluate technologies for process improvement and innovation 	<ul style="list-style-type: none"> Leverage data analytics and BI applications to improve processes, develop department's financial budget and optimise budget utilisation Identify opportunities for workforce development through job redesign and reskilling/upskilling strategies Implement initiatives aligned with the organisation's ESG strategy. Support the development of corporate governance measures as applicable to the track/function

Job Adjacency

WITHIN WHOLESALE TRADE			OUTSIDE WHOLESALE TRADE		
Logistics Manager	Project Manager	Risk Manager	Business Development Manager	Enterprise Sales Manager (Software)	Process Improvement Manager

SKILL DIFFERENTIATORS

Roles Specific

SKILL	DESCRIPTIONS
Advanced Data Analytics	Develop predictive analytics models using techniques such as statistics, data mining, modelling, machine learning and data visualisation to develop insights to influence stakeholders' decision making and improve business/functional performance
Performance Monitoring and Analysis	Develop data-driven frameworks and automated dashboards by defining the linkages across relevant business metrics to track, analyse and improve business performance
Position Management	Execute trade position management and hedging plans while continuously improvising the strategy based on data-driven insights and market volatility
Sourcing Portfolio Analysis	Manage the process of segmenting sourcing portfolios based on the strategic importance of the goods to the business to provide inputs for each segment's specific sourcing strategy
Trade Automation	Explore trade automation platforms to provide inputs on the most suitable system. Propose trading rules and conditions and monitor trading outcomes

IN THE NEXT
3-5 YEARS...

The role will continue to perform human-led commodities trading but, at the same time, be expected to help strategise and operationalise the implementation of new technologies. This role will be expected to leverage data analytics and applications like CTRM to drive higher efficiencies in work activities and develop profitable trading strategies and trade relationships. The role will continue to initiate sustainability-linked initiatives and develop sustainable commodity products in alignment with company and customer needs.

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