

Level of Impact

Medium Impact

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Manage derivatives positions	<ul style="list-style-type: none"> • Drive the development of derivative portfolio strategies to account for various market trends or economic conditions • Collaborate with the Commodity Trading team to manage risks • Direct compliance with trade controls to safeguard the organisation's derivative positions • Evaluate the performance of the derivative portfolio against strategic objectives 	<ul style="list-style-type: none"> • [NEW] Drive business performance by investing in technology and automation that provides significant information exchanges between market participants, which can improve trading strategies • [AUGMENTED] Direct the use of BI tools and dashboards to monitor and assess derivatives portfolio performance against strategic objectives and anticipate future price movements • [NEW] Drive collaboration with the commodities trading and data sciences teams to manage structured trades and execute trading decisions that lower risks and financial liabilities, safeguarding derivatives portfolio positions • [AUGMENTED] Drive the adoption of AI to evaluate and solve current process inefficiencies and seek new trading opportunities • [NEW] Drive collaboration with internal stakeholders to direct small-scale, short-term pilot programmes, such as the introduction of new technologies in Derivative Trading
Perform derivatives trading activities	<ul style="list-style-type: none"> • Drive derivative trading strategies based on identified trading and market-making opportunities • Drive collaboration with OTC parties to structure bespoke derivative trades and build a relationship with trade counterparties • Approve trades beyond the rates or limits • Guide the modification of assumptions to increase derivative valuation accuracy • Direct compliance with trading regulations and guidelines 	<ul style="list-style-type: none"> • [AUGMENTED] Drive the use of AI and predictive analytics to establish derivatives trading strategies, and risk management and compliance policies • [NEW] Drive the implementation of technology that helps extract information from new alternative data sources like satellite imagery and GIS to provide key information on pricing and valuations • [AUGMENTED] Drive the use of RPA to extract and link counterparty trade data with the organisation's trade data. Deploy automated bots to look up and reconcile key trade attributes to ensure trade details match and the trade confirmation process is accurate • [AUGMENTED] Direct the use of smart contracts to improve efficiency and lower cost by reducing the time taken to resolve disputes • Leverage trade networks in markets across the world to build and maintain relationships with existing and potential trade counterparties

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
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 Strategise department's talent attraction, development and retention 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 improve processes, conduct resource planning and enhance the budgeting process 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 the initiatives that uphold the organisation's ESG guidelines

Job Adjacency

WITHIN WHOLESALE TRADE			OUTSIDE WHOLESALE TRADE		
Head of Commodity Trading	Head of Risk Management	Head of Technology	Data Architect	Management Consultant	Technology Product Leader

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 strategise the design of data-driven frameworks and dashboards to enable monitoring of 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...

The role will continue to manage human-led derivatives trading but will be heavily assisted by AI, predictive analytics and automation. The role will play a key part in driving technology adoption to enhance human trading capabilities and trade decisions. This role will be expected to liaise with and influence both internal and external stakeholders to adopt common standards to introduce DLTs. The role will also be responsible for striking a balance between using technology and building relationships with trading partners to retain the sense of personal touch. Given the sizeable impact of technology, the role will work with internal/external teams to develop strategies for upskilling and reskilling the workforce.

[BACK TO LIST OF JOBS](#)