

Level of Impact

Medium Impact

Job Expectations within the next 3 years

Critical Work Functions

Today

Within 3 Years

Monitor trade regulations

- Develop scenario analysis on the business impact of new laws and regulations for trade controls
- Develop new regulation implementation plan to meet changes in regulatory requirements
- Collaborate with internal stakeholders in developing functional strategies taking into consideration regulatory requirements

- **[AUGMENTED]** Drive **web crawling technologies, advanced data analytics** and **BI applications** to monitor and identify any changes in international trade regulations that will impact trade between countries
- **[AUGMENTED]** Leverage **advanced data analytics** to develop **scenario analysis** on the business impacts of new trade regulations and develop associated implementation plans to meet changes in regulatory requirements
- Collaborate with internal stakeholders to develop functional strategies, taking into account national and international political, economic, social development and public policy landscape

Review compliance to trade controls

- Implement structures and processes to control risks and ensure there is no breach against the approved threshold
- Escalate high-risk positions observed in commodities' profit and loss report to internal stakeholders for further actions

- **[AUGMENTED]** Leverage **AI-supported digital platforms** to implement risk control strategies and processes. Leverage **AI technologies** to break down unstructured and structured data and generate insights
- Mitigate risks and improve compliance by monitoring trading and exchanges across various platforms
- Escalate high-risk positions or abnormalities observed in profit and loss reports
- Develop plans to mitigate regulatory risks associated with cross-border data flow and digital information exchanges

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Establish code of conduct guidelines for trade management	<ul style="list-style-type: none"> Review the 'trade code of conduct' periodically to maintain a code that is relevant and up-to-date with trade guidelines and practices Drive adoption and compliance of code of conduct through the development of a targeted communication plan Escalate non-adherence of trade code of conduct to relevant internal stakeholders for the next course of action Develop and implement fraud detection guidelines for money laundering and corrupt practices 	<ul style="list-style-type: none"> Implement an integrated control and compliance framework built based on accountability, transparency, integrity, ethical values, risk awareness and data privacy to ensure reliability, accuracy and security of trade activities across the organisation [NEW] Monitor the application of ESG norms like climate impact, greenhouse gas emissions, energy efficiency, human rights, working conditions, anti-corruption and conflict of interest to ensure business practices and disclosures meet regulatory requirements [AUGMENTED] Lead the development of training content related to trade controls and compliance to drive the adoption of the code of conduct Escalate non-adherence of trade code of conduct to relevant internal stakeholders for the next course of action Build and maintain partnerships with financial institutions and external stakeholders to uphold the organisation's image
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 that are 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		
QHSE Manager	Trade Compliance Manager	Trade Operations Manager	Audit Manager	Finance Manager	FP&A Manager

SKILL DIFFERENTIATORS

Roles Specific

SKILL	DESCRIPTIONS
Advanced Data Analytics	Develop predictive analytics models using statistics, data mining, modelling, machine learning and data visualisation to develop insights to influence stakeholders' decision making and improve business/functional performance.
Carbon Footprint Management	Assess tools and platforms that can support carbon footprint reduction; recommend suitable solutions. Develop processes to implement carbon footprint reduction plans.
Government / Regulatory Affairs	Collaborate with government and regulatory bodies to build relationships at all levels, stay abreast of regulatory changes, provide feedback on regulatory changes and implement changes in the organisation.
Regulatory Compliance	Identify and interpret relevant regulations and codes of practice relevant to the business, and identify possible areas of non-compliance.

IN THE NEXT
3-5 YEARS...

The role will continue to build and maintain partnerships with financial institutions, industry and business associations and the media to uphold the organisation's image from an ethics and compliance perspective. As regulations evolve rapidly, the role will need to stay abreast of any regulatory changes and drive relevant internal education programmes. The role will continue to conduct regulatory impact assessments early in the policy-making process and develop associated implementation plans. The role will also be responsible for driving the implementation of technologies like AI to enhance the efficiency of regulatory and control processes.

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