

Level of Impact

Medium Impact

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Manage treasury strategies	<ul style="list-style-type: none"> Manage the implementation of the organisation's cash management strategies and implement targets and KPIs in alignment with business development strategies Collaborate with internal functions for treasury related initiatives 	<ul style="list-style-type: none"> Manage the implementation of cash management strategies that integrate liquidity risk management, credit, currency fluctuations and interest rate changes. Implement targets and KPIs in alignment with business development strategies [AUGMENTED] Leverage ERP solutions and data analytics to provide accurate, actionable and real-time information to internal stakeholders Support tactical and operational decision-making, in collaboration with internal functions, for treasury initiatives [NEW] Support the development and implementation of small-scale, short-term, treasury pilot programmes in collaboration with internal stakeholders
Manage organisation's financial holdings	<ul style="list-style-type: none"> Review the organisation's bank accounts, trade lines and settlements of any financial instrument the organisation uses Develop internal treasury guidelines to ensure compliance with regulatory requirements and legislations Interact and build strong relationships with financial institutions to support financing needs and other treasury operations 	<ul style="list-style-type: none"> Review the organisation's financial position, trade lines and settlements of any financial instrument the organisation uses Build an understanding of different financial risks. Collaborate with the regulatory team to develop treasury guidelines Liaise with financial institutions to support financing needs and other treasury operations [AUGMENTED] Deploy technologies incorporated by banks, such as STP [AUGMENTED] Work with financial institutions to identify various financial solutions, such as green financing solutions
Oversee analysis of treasury holdings	<ul style="list-style-type: none"> Develop plans to mitigate financial risks and exposures in-line with treasury policies and best practices Evaluate the organisation's funding and inventory positions using monthly and quarterly treasury reports to anticipate expenses and plan investments Take appropriate actions after analysing the organisation's financial position 	<ul style="list-style-type: none"> [AUGMENTED] Develop treasury policies and procedures that integrates data analytics to increase the accuracy of cash forecasting and implement controls to mitigate financial risks [AUGMENTED] Implement technology platforms like TMS for better cash forecasting, banking control and balanced positions [AUGMENTED] Leverage ERP to effectively perform payments, cash reconciliation and cash accounting, prompting insights on liquidity status to assess positions accurately and make informed business decisions Implement cash pooling to mobilise cash across businesses, maximising internal sources of funds and improving control of the organisation's cash

Job Expectations within the next 3 years

Critical Work Functions	Today	Within 3 Years
Drive collaboration of human resource, technology and finance 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		
Finance Manager	Innovation Manager	Risk Manager	Business Strategy Manager	Finance Manager	Financial Product Manager

SKILL DIFFERENTIATORS

Roles Specific

SKILL	DESCRIPTIONS
Counterparty Risk Management	Develop and refine risk criteria and mitigation approaches to reduce counterparty risks.
Pilot Programme Management	Prepare tools and resources to stage small-scale experiments to test the new approaches in a realistic setting and its organisational fit, and identify changes required before full-scale deployment of projects.
Scenario Modelling	Review scenario-based models that predict a range of outcomes and propose action plans to mitigate risks and maximise performance.
Structured Financing	Analyse customer profiles, credit requirements and credit risks to suggest structured financing instruments to meet their needs.

IN THE NEXT
3-5 YEARS...

The role will be increasingly involved in developing and deploying technology solutions that automate treasury operations and portfolio management. Over time, technologies like RPA will be leveraged to reduce manual efforts required for data collation and analysis. The role is also expected to comply with and enforce regulatory requirements within the organisation and ensure that the total risk management framework is deployed to safeguard the organisation's financial position. The role will continue to work closely with external professionals from banks, law firms and tax and accounting firms to ensure effective control of risks associated with investments. The role is expected to become a strategic business partner focusing on technology, strategy and change management.

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