

Job Advert Details

Why join us?

The Primary objective of Financial Crime team (FC) is to deliver financial crime risk expertise in the form of 2nd line risk stewardship as well as operating 1st line controls on behalf of the business in support of respective Compliance CCO's.

The biggest component of FC is Financial Crime Investigations (FCI) which consists of four functions; Triage, Investigative Reporting (IR), Major and Complex

The Opportunity:

Responsible for conducting investigations concerning accounts/transactions where potential financial crime risk has been identified and, where necessary, referring and/or escalating such cases in accordance with the Investigative Reporting (Investigative Reporting) Procedures for regulatory decisions and filing and appropriate internal referrals for action.

What you'll do:

Responsible for conducting effective and timely investigation into assigned cases in accordance with agreed standard reporting requirements and service level agreements. These cases may include:

unusual activity reports from various parts of the bank as well as other HSBC entities as applicable, including other business lines and functions;
escalated cases from transaction monitoring systems;
escalated cases identified by true matches to screening lists escalated from Name Screening teams;
cross-border referrals; and
escalated cases from Fraud Operations.

On receipt of a referral, conduct a review, in line with the instructions, in order to identify any probable financial crime related issues, or mitigation of any financial crime risks.

Responsible for writing a high quality investigative narrative (Investigation Report) and to record the case history, with supporting findings, in an approved case management system.

During or at the end of each investigation, review recommendations should be made which may include referral to the MLRO as to whether a Suspicious Activity Report (SAR) should be filed or not. In consultation with the respective Manager, escalate investigations to appropriate other teams for co-ordination and further review as required (Sanctions, ABC, Major Investigations, etc).

In consultation with the respective Manager, where appropriate, interact with relevant stakeholders, including Complex and Major Investigations, and Customer Selection Exit Management (CSEM) Secretariat to manage financial crime risk.

Assess the quality of Know Your Customer (KYC) information and processes as part of investigation, and where appropriate, refer actions any issues to the appropriate function.

In consultation with the respective Manager, provide information on completed investigations to Senior Management and other internal stakeholders for risk management, where appropriate.

This is an entry-level investigative role and the incumbent will be expected to develop their investigative knowledge, skills and experience whilst in role

Impact on the Business

- Ensure appropriate pro-active use of media reports and relevant websites to gather intelligence and identify customers of HSBC involved in financial crime, including money laundering and terrorism.
- Produce a high quality case file including a comprehensive narrative and recommendation as to whether or not a SAR is appropriate with onward escalation for disclosure to the relevant authorities in accordance with procedural standards.
- Identify appropriate referrals for action, and effecting of such in accordance with procedural standards.
- Process a proportionate number of investigations to the agreed procedural standards required and within agreed service level agreements.
- Ensure appropriate consideration given to each case as to content and quality of content/narrative.
- Determine whether the case warrants escalation to other Investigations teams, taking care to evaluate appropriately against relevant escalation criteria.

Customer / Stakeholders

- Deal with enquiries from colleagues of other HSBC business areas in a professional, responsive manner, giving them appropriate guidance, referring to management where necessary.
- Deal with external enquiries, if required, in a professional manner, providing appropriate information, referring to management, where necessary.

Leadership & Teamwork

- Ensure compliance with Regulatory, Bank Policy and Principles. Maintain records, and update case histories.
- Work closely with respective Manager to develop personal capability.
- Work effectively and professionally with colleagues across Investigations and the organization.

Operational Effectiveness & Control

- Ensure performance meets the requirements of any relevant service level agreements and at all times, adheres to the relevant market, Local, Group and Regulatory policies.
- Generate ideas to improve team and process efficiencies

Qualifications

What you will need to succeed in the role:

This is an entry level investigative role

- Money Laundering investigations experience including understanding transaction monitoring scenarios
- Experience of identifying activity indicative of financial crime risk, i.e. money laundering, terrorist financing, etc. risk
- Experience in undertaking investigations/analysis into customer activity with the ability to draw inferences from noted behaviour, including transactional profile, against expectation established from KYC/CDD data
- Experience in writing reports
- Proven high quality spoken and written communication skills with the ability to draft reports and communicate conclusions effectively, in a clear, concise and professional manner

What additional skills will be good to have?

- Universal banking experience across Retail, Commercial and Banking and Markets
- Familiarity and experience with transaction monitoring and associated systems and case management systems
- Experience with banking core customer data management systems
- Consistently achieve objectives set and take action to improve own performance
- Strong organisational skills
- Collaborative working style with colleagues and broader stakeholders within a cross-border and LoB matrix organisation
- Prior regulatory or law enforcement investigations experience is advantageous
- ACAMS or International Compliance Association (ICA) certificate/diploma, or equivalent qualifications

Want to Apply?

- All applicants must have successfully completed their probation period
- All applicants must have a minimum performance rating of Good and behavior rating of Good in the last year end appraisal
- All applicants should have served at least 18 months in their current functional role and department
- Applicant should inform their Line Manager prior to applying
- Application form should be submitted on CareerLink along with their updated CV
- All the completed applications should be submitted on CareerLink by 11:59 PM on the closing date
- Applicant should not been previously declined for the same position within the last 6 months on the date of submission of their application & the time of selection.
- Applicant should not been on ANY form of Corrective Action within the last 6 months from the date of application
- Right to work is required. Local employment rulings and restrictions will apply.
- Applicants who meet the required minimum score at the interview may be placed in a pipeline for a period of 3 months to fill any vacancies which may arise for the same position during the immediate 3 months from the IJP closure date. The final decision to place an individual in the pipeline rest with the business head concerned
- Applications of candidates who do not adhere to guidelines during any technical assessment that is conducted as part of the selection process will be disqualified and not progressed thereon.