

Operational Resilience Resource Benchmark Report - Financial Services

October 2021

Background and timelines

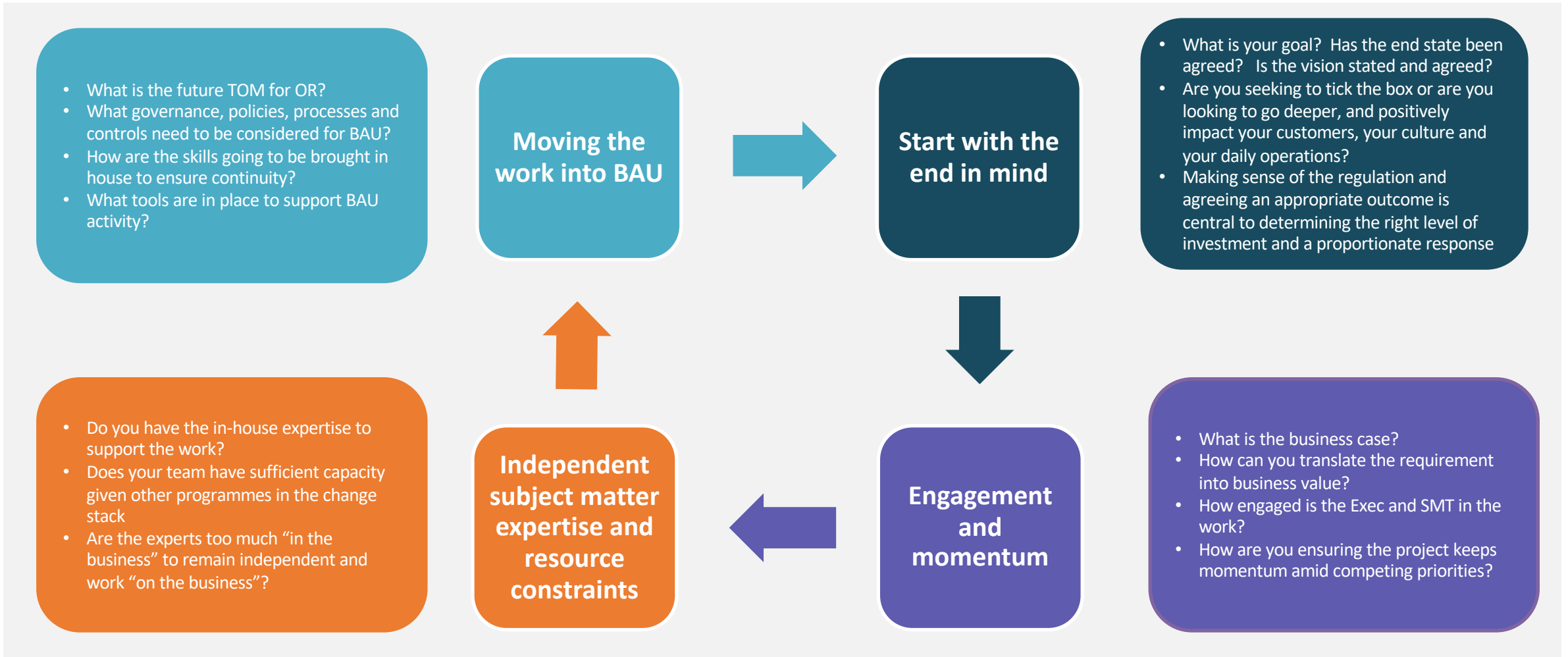
March 2021: The Financial Conduct Authority (FCA) and the Prudential Regulation Authority (PRA) released their Policy Statements. This began the 1-year implementation period for firms to implement their Operational Resilience frameworks.

March 2022: The implementation period ends. By this point firms must have identified their important business services, mapped their IBs, set impact tolerances and ran the most vulnerable through scenarios. This date sees the beginning of the transition period, where firms must make progress to remain within their impact tolerances.

March 2025: The transition period ends, and firms must be within all their set impact tolerances for all their IBs.



Operational Resilience – Common Challenges



Market Analysis – Salaries and Key Responsibilities

Head of/Director - £80k +

- Develop Governance Structure/Operational Resilience Framework
- Lead Strategy
- Stakeholder and Regulator Engagement
- Ensure compliance with regulatory requirements

Analyst - £30k - £45k

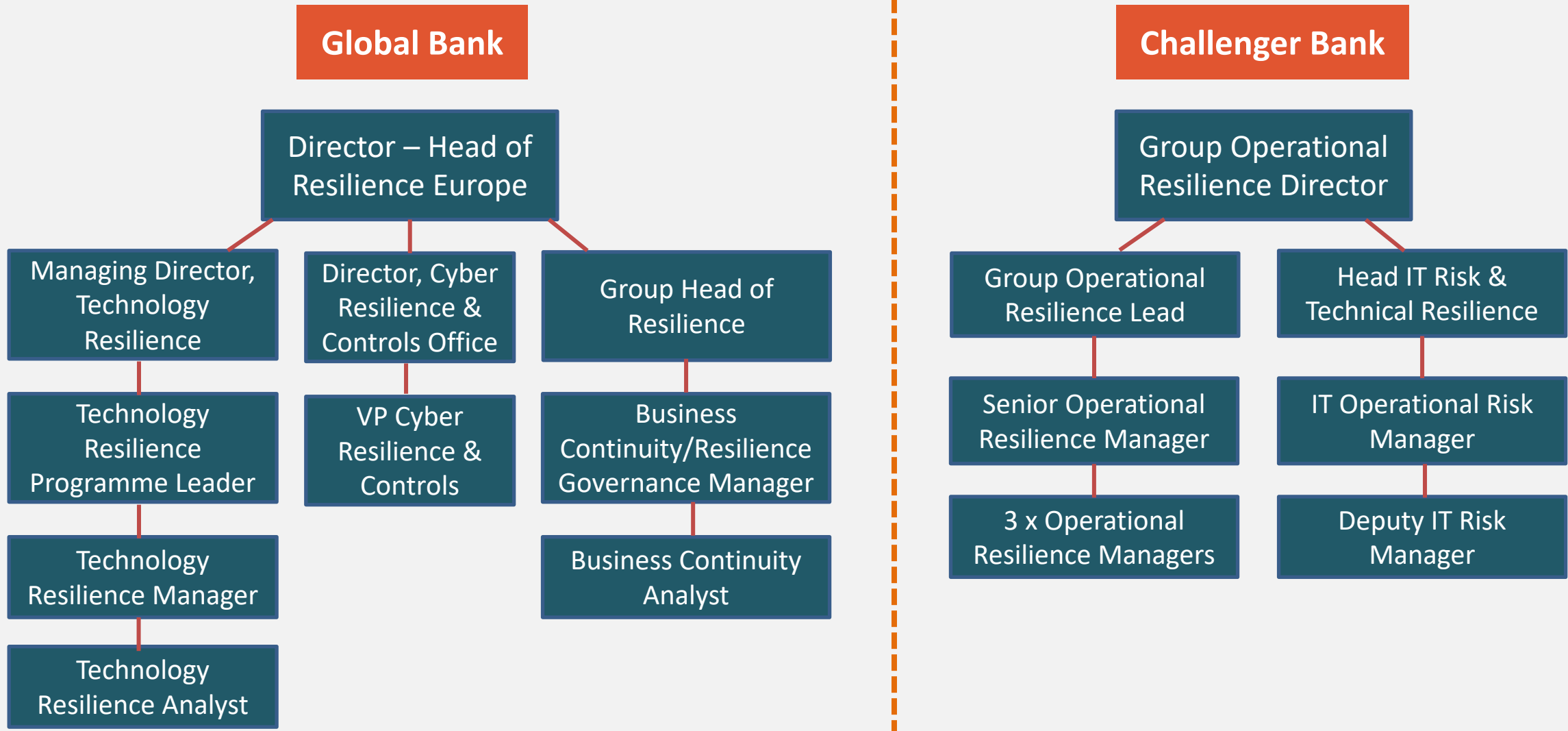
- Manage inbound queries and Operational Resilience inbox
- Maintain the Governance Schedule
- Maintain and monitor impact tolerances
- Maintain incident logs
- Support scenario testing and exercises
- Conduct Business Impact Assessments
- Produce KPI reporting
- Develop and deliver training and communications

Manager - £40k - £65k / Senior Manager - £50k - £80k

- Maintain policies and procedures
- Identify & map Important Business Services
- Define impact tolerances
- Scenario testing
- Maintain project documents
- Publish and maintain updates and governance documents for Senior Leadership & the Board



Market Analysis – FS Organisational Structure - A Comparison



FourthLine in numbers

2009

Founded

3

Service Lines

300+

Customers

1000+

Risk and Regulatory
engagements

4

E2E
implementations

8

In-house
team

11

Engagements

Consulting

Talent

Resourcing

FourthLine Talent | Our Services

Overview



Interim Resourcing

Immediate injection of subject matter expertise to rapidly build knowledge, overcome critical skill gaps or deliver high priority work



Retained Search

Retained Search and Selection that guarantees to source critical hires using a lean and report free methodology



Multi-Hire Retained

Departmental or project partnership for an efficient and effective approach to multiple mission critical hires

FourthLine Talent | Our Areas of Expertise

Client Money Controls

We are the UK's foremost CASS recruitment firm. We have access to a large network of genuine, time served CASS SMEs

Resilience

Our team has deep knowledge of the in-demand skills in Operational Resilience, Business Continuity, Third-Party Risk

Risk Management

Our team recruits across qualitative and quantitative risk disciplines from Manager to Chief

Data Protection & Data Governance

Recognised leaders in providing talent and knowledge to build data protection and data governance functions

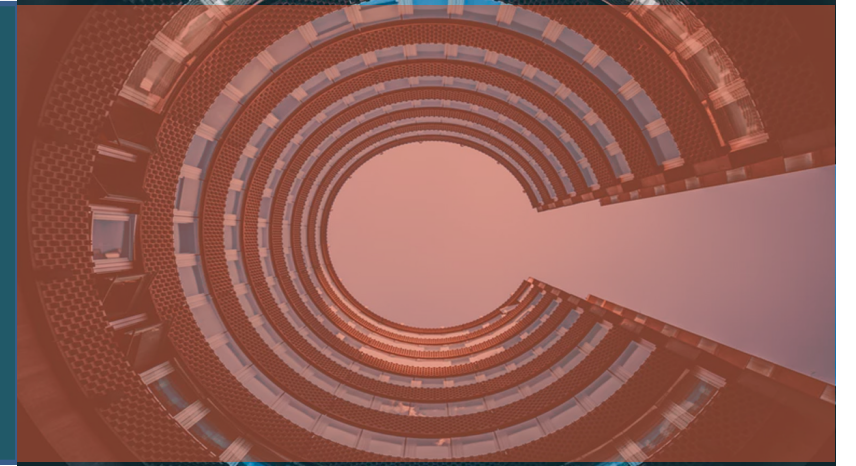
Compliance & Legal

Our team covers compliance, conduct, financial crime and regulatory disciplines across insurance, banking, lending and capital markets

Information Security & Technology

Our team has in-depth experience of the leadership and governance skills required to build high performance information security functions

Contact



Daniel Waltham, Director

Phone: 07745 780678

Email: Daniel.Waltham@thefourthline.co.uk
