

# Legal

Positions available in: Asia Pacific

**Together, we help more and more people experience financial well-being.**

In particular, our Legal team ensures BlackRock follows all regulatory, client and firm requirements across the globe.

## What does our business do?

The Legal team's mission is to deliver the highest quality services to the firm; to understand and advise on the impact of regulatory requirements and best practices; and to develop and implement an effective compliance program crafted to address compliance with regulatory, client and firm requirements globally.

## Our business contains five teams:

### Compliance Advisory

Supports the business in key initiatives and advice on regulations, regulatory changes and conflicts of interest.

### Core Compliance

Ensures various policies are adhered to, builds annual compliance training for all employees and leads employee personal account trading, political contributions and outside business activities.

### Regulatory Risk & Review

Monitors risk and tests the Firm's compliance with relevant regulations, policies and procedures.

### Financial Crime

Deals with all aspects of financial crime prevention including anti money laundering, anti-bribery and corruption, sanctions and fraud prevention.

### Regulatory Engagement & Development

Focuses on interaction with BlackRock's various regulators across exams, inquiries and other engagements, and helps monitor regulatory reform from impact assessment to implementation.

## We partner with:

- **Internally:**
  - Global Public Policy Group on new regulatory reform, consultation, relevant legal documents and marketing materials
  - Client Businesses on compliance advisory regarding sales and marketing activities
  - Risk and Quantitative Analysis on operating events and risk oversight
- **Externally:** Legal counsel

# Legal

## What will you do as an analyst?

- Build relationships with the potential for a longer-term career within Legal
- Be involved in various aspects of the Compliance program, which may include Compliance Advisory, Regulatory Risk & Review, Regulatory Engagement and Development, Core Compliance and/or Financial Crime
- Experience high profile project work
- Participate in projects aimed at optimizing business and control activities and processes
- Bring a new perspective
- Build relationships with various business stakeholders outside Legal and Compliance
- Learn about the legal and regulatory framework and trends in Asia-Pacific

## What capabilities are we looking for?

- Analytical approach
- Basic or intermediate language skills
- Critical thinking
- Decision making
- Project management

## Your learning & development will include:

- Decision-making and problem-solving. Your role may require judgement calls when there are no clear-cut answers, especially when advising on areas that are not explicitly defined in the relevant laws, regulations or guidelines. Analysts will gradually learn how to think flexibly and from different angles to find solutions that benefit both our clients and BlackRock, without compromising our fiduciary duties or reputation.
- Analysts will have the opportunity to learn about a variety of areas within the Legal business division and the key role it plays at BlackRock.

# Compliance

Positions are available in: Americas, Europe, and Asia Pacific

**Together, we help more and more people experience financial well-being.** In particular, our Compliance business ensures we meet regulations and protect BlackRock's reputation.

## What does our business do?

Compliance ensures the firm satisfies its regulatory obligations, protects its reputation, and provides advice to and partners with the business to meet our clients' expectations.

### Governance & Oversight

- Advising on and development of robust governance and oversight framework
- Presiding over and participating in relevant oversight committees
- Issue escalation
- Measurement of compliance effectiveness
- Compliance policies
- Compliance scorecard

### Risk Identification

- Identifying potential reputational and regulatory risk
- Assessing the risk for BlackRock's business
- Complete risk assessments

### Risk Mitigation

- Employee training
- Compliance procedures
- Development of processes and controls

### Compliance Monitoring and Testing

- Risk-based monitoring and testing of key controls and processes
- Reviewing financial crime high-risk transactions
- Transaction surveillance
- Overseeing third parties and branches

### Metrics & Reporting

- Producing management information reporting
- Risk-based KRIs/KPIs
- Compliance scorecard

## We partner with:

- **Internally:** We partner with most divisions in the firm to ensure they satisfy regulatory obligations.
- **Externally:** We engage with regulators (e.g., the Securities and Futures Commission).

# Compliance

## Our business contains six teams:

### **Regulatory Engagement & Development**

Supervises key regulatory relationships and identifies regulatory changes that may impact BlackRock.

### **Corporate Compliance**

Enacts control procedures prescribed by regulation and ensures all employees follow them.

### **Compliance Monitoring and Testing**

Risk-based monitoring of the firm's compliance with relevant regulations, policies and procedures.

### **Advisory/ Line of Business Compliance**

Advises and supports the business on policies, procedures and regulations.

### **Financial Crime**

Manages financial crime compliance risk including anti-money laundering, anti-bribery and corruption, sanctions and fraud.

### **Trade Surveillance**

Considers transactions undertaken by BlackRock to assess compliance with regulatory obligations and test the effectiveness of our front-line controls.

## What will you do as an analyst?

- Build relationships with the potential for a longer-term career within Compliance
- Be involved in various aspects of the Compliance program, which may include Compliance Advisory/Line of Business, Monitoring and Testing, Surveillance, Regulatory Engagement and Development, Corporate Compliance and/or Financial Crime
- Experience high profile project work
- Participate in projects that will optimize processes, including the opportunity to use data and coding skills
- Bring a new perspective

## What capabilities are we looking for?

- Analytical approach
- Basic or intermediate coding and programming skills
- Critical thinking
- Project management
- Good written and oral communication skills