

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

- Advise on and develop a robust governance and oversight framework
- Preside over and participate in relevant oversight committees
- Issue escalation
- Measure compliance effectiveness (Compliance Scorecard)
- Develop Compliance policies and procedures

Risk Identification

- Identify potential reputational and regulatory risk
- Assess the risk for BlackRock's business
- Complete risk assessments

Risk Mitigation

- Employee training
- Implement Compliance policies and procedures
- Develop of processes and controls

Compliance Monitoring and Testing

- Risk-based monitoring and testing of key controls and processes
- Review financial crime high-risk transactions
- Transaction and e-Comms surveillance
- Oversee third parties and branches

Metrics & Reporting

- Produce management information reporting
- Risk-based KRIs/KPIs

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 various teams:

Regulatory Engagement & Development

Manage key regulatory relationships and identify changes that impact BlackRock

Corporate Compliance

Provide guidance on employee-related activities, including personal trading, outside activities and private investments

Compliance Monitoring and Testing

Conduct risk-based monitoring of BlackRock's compliance with relevant regulations, policies, and procedures

Communications & Digital Reporting

Develop and communicate critical compliance information related to training, policies, and metrics

Country Compliance

Provide local compliance coverage to ensure jurisdictional obligations are met while upholding the global program standards

Privacy & Data Protection

Design and implement a global privacy strategy, and provide advice and guidance on global privacy law

Advisory/ Line of Business Compliance

Provide regulatory guidance and support to businesses on policies, procedures, and controls

Financial Crime

Design and implement a global program to manage money laundering, bribery and corruption, sanctions and fraud risks that meets local regulatory requirements, and provide advice and guidance to businesses

Surveillance & Regulatory Data Analytics

Conduct reviews of trading, investments, and electronic communications. Develop and implement analytics to support the program

Sustainability, External Communications & Marketing Compliance

Provide regulatory guidance on permissible sales and marketing-related activities of the firm's products, services, capabilities, thought leadership and brand

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 any of the teams mentioned above
- Experience high profile project work
- Participate in projects that will optimize processes, including the opportunity to use data and coding skills

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

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