Compliance

Positions are available in: Americas, Europe and Asia Pacific

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

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 escalations
- 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-Commerce surveillance
- Oversee third parties and branches

**Metrics & Reporting**
- Produce management information reporting
- Risk-based KRI/KPIs

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Our team partners 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:

<table>
<thead>
<tr>
<th>Team</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Regulatory Engagement &amp; Development</strong></td>
<td>Manage key regulatory relationships and identify regulatory changes that impact BlackRock.</td>
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<tr>
<td><strong>Compliance Monitoring &amp; Testing</strong></td>
<td>Conduct risk-based monitoring of BlackRock’s compliance with relevant regulations, policies and procedures.</td>
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<tr>
<td><strong>Corporate Compliance</strong></td>
<td>Provide guidance on employee-related activities, including personal trading, outside activities and private investments.</td>
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<tr>
<td><strong>Advisory / Line of Business Compliance</strong></td>
<td>Provide regulatory guidance and support to businesses on policies, procedures and controls.</td>
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<tr>
<td><strong>Financial Crime</strong></td>
<td>Design and implement a global program to manage money laundering, bribery and corruption, sanctions and fraud risks that meets local regulatory requirements; provide advice and guidance to businesses.</td>
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<tr>
<td><strong>Surveillance &amp; Regulatory Data Analytics</strong></td>
<td>Conduct reviews of trading, investments and electronic communications. Develop and implement analytics to support the program.</td>
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<td><strong>Communications &amp; Digital Reporting</strong></td>
<td>Develop and communicate critical compliance information related to training, policies and metrics.</td>
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<td><strong>Country Compliance</strong></td>
<td>Provide local compliance coverage to ensure jurisdictional obligations are met while upholding the global program standards.</td>
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<tr>
<td><strong>Sustainability, External Communications &amp; Marketing Compliance</strong></td>
<td>Provide regulatory guidance on permissible sales and marketing-related activities of the firm’s products, services, capabilities, thought leadership and brand.</td>
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<tr>
<td><strong>Privacy &amp; Data Protection</strong></td>
<td>Design and implement a global privacy strategy; provide advice and guidance on global privacy law.</td>
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## 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
- 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