

## Financial Crime Adviser

**Type of Vacancy:**  
**Full time/Part time:**  
**Location:**  
**Reports to:**

Governance & Compliance  
Permanent  
Full time  
Leeds  
Senior In-house Counsel (Fin Crime)

*Note: We have introduced a blended working strategy to enable us to support and develop the workforce of the future. We are looking for someone who will be able to work from our office in Leeds for part of the week (which is where the central hub of the Governance & Compliance team is based), and part of the week remotely.*

### About Eversheds Sutherland

Eversheds Sutherland is not your average law firm and we're not looking for average people. We do things differently - in the way we treat our people and the service we provide. That's how we've become one of the largest law firms in the world and a great place to work and develop your career.

Recognised as the leading innovators in the legal sector, we are a firm that understands what clients need today and what they will need tomorrow. We focus on creative and cost-effective solutions for our clients. It is an approach that makes Eversheds Sutherland a distinctive and innovative force in the legal world.

### About the team

The Governance & Compliance (**G&C**) team's remit is truly international. Based in the UK, we support the business and our colleagues across the UK, Europe, Asia, the Middle East and Africa.

The team is responsible for: all areas of regulatory and legal compliance; client and supplier contracts; new business acceptance and conflict management; risk management and assurance; quality management; and our insurance arrangements including claims and complaints. We are a young, vibrant team who have benefited from significant investment and are now looking to expand the team once again.

The Financial Crime sub-team is focused on the detection, prevention and deterrence of financial crime, including areas such as bribery and corruption, fraud, market abuse, sanctions and tax evasion. The team works closely with all other parts of G&C, and particularly closely with our Business Acceptance team, which leads on anti-money laundering.

### About the role

This is a great opportunity for an ambitious, high-performing candidate with experience of working in risk and compliance at a large law or professional services firm, and a genuine interest in financial crime prevention and compliance. Alternatively, the candidate may have relevant financial crime expertise from another background and want to work in a fast-paced corporate environment, within a strong, supportive team and with the resources of a major global law firm behind them.

This is a generalist financial crime role. Alongside others in the team, the successful candidate will be looking at a wide range of areas, including: anti-bribery and corruption; fraud prevention; prevention of the facilitation of tax evasion; market abuse and insider dealing; trade and financial sanctions; and whistleblowing. The successful candidate may need to learn certain new areas of law and regulation and understand how to apply these in practice. A proactive attitude, and strong research and analytical skills are therefore key.

No two days are the same and the role will involve a mixture of dealing with ad hoc queries from the business, contributing to strategic projects, and managing ongoing workstreams. It will also involve working extensively with colleagues across Europe, the Middle East, Asia and Africa.

Day-to-day tasks will include things like providing advice and guidance to colleagues on financial crime matters, drafting/reviewing internal policies and processes, developing and delivering training, analyzing new high risk work, reviewing client terms as they relate to financial crime, and assisting with ad hoc reviews.

Strategic projects may include things like devising and implementing new compliance programs in response to new legislation, developing new systems and processes, and supporting our international expansion by assisting with due diligence on new office openings.

This is a high profile role and you will have considerable interaction with legal advisers and colleagues at all levels, including senior management.

We are a supportive team and work closely together, and you will also benefit from being able to draw on the expertise of our lawyers from across the business when required.

### **Key responsibilities:**

- Researching new laws and regulations relating to financial crime
- Drafting and updating financial crime policies and reference materials
- Monitoring compliance with the firm's policies and the effectiveness of our processes and controls across all offices (eg through audits/reviews)
- Advising legal advisers and partners on ad hoc financial crime queries and general compliance issues
- Assisting with the establishment of new systems and processes
- Reviewing client and supplier terms of business as they relate to financial crime matters
- Acting as a point of escalation for queries from the Business Acceptance team and Supplier Management team on sanctions and other financial crime issues
- Producing and delivering training to legal teams and support staff on financial crime-related issues
- Acting as a key point of contact for our colleagues across Europe, the Middle East, Asia and Africa on a range of risk and compliance areas, and helping to implement uniform standards across all offices
- Working with other members of the G&C team and wider business as required to support in the delivery of the firm's growth objectives
- Working with the Financial Crime team and the wider G&C team to ensure that the firm's legal and regulatory obligations are met and that high standards are maintained across the business

### **Skills and experience:**

- A high performing candidate with previous experience in risk and compliance at an international law or professional services firm and a genuine interest in financial crime, or other relevant experience/qualifications in financial crime
- Whilst we are flexible as to the candidate's academic background, strong academics are essential and a law degree would be beneficial
- Excellent written communication skills, with a close eye on detail and the ability to tailor written work depending on the recipient, purpose and subject matter
- Excellent verbal communication skills, with the ability to confidently engage with and influence colleagues at all levels
- Excellent technical, analytical and research skills, with the ability to distil key points and present them clearly
- Excellent organisational and time management skills, with the ability to prioritise and work flexibly
- Strong commercial and financial awareness – including the ability to demonstrate commercial awareness when providing technical advice

### **Key competencies:**

- A general understanding of relevant areas of law and regulation (eg the UK Bribery Act, Money Laundering Regulations, Criminal Finances Act, sanctions, UK/EU Market Abuse Regulation etc). *Note: we appreciate that the successful candidate may need to further develop their understanding of these laws*
- A general understanding of how these laws apply within a law firm or professional services environment is preferred
- A high degree of flexibility, responsiveness and proactivity in approach to work
- Demonstrates initiative and can think and work independently where required
- A team player who can support other members of the team on projects and day-to-day tasks, or lead on projects where required
- Service-orientated with an ability to understand the varied issues facing the offices across the firm's network and provide possible solutions to challenges

- Resilient under pressure, can work to deadlines, and willing to work with the challenges brought by change
- Ability to build trusted relationships with key stakeholders at all levels
- A lively, energetic personality and enthusiasm for providing excellent client service
- Excited and challenged by the pace and demands of a corporate environment

In addition to the above, Eversheds Sutherland also requires full participation in the Firm's commitment to equality and diversity, the environment, and health and safety.

We're a modern, progressive law firm. We think differently and we've built a culture where individual skills and personalities can shine through. At Eversheds Sutherland, we believe that innovation comes from a culture of genuine equality and diversity and we are happy to discuss any reasonable adjustments individuals may require in the recruitment process, or once in post.