



MSF Sugar Pty Ltd is an integrated grower, processor, marketer and exporter of raw sugar. We are Australia's largest sugarcane farmer, second largest raw sugar exporter and third largest miller. MSF Sugar has a 124 year heritage in Australia and a future which centres on being an efficient, reliable, high quality supplier of sugar to international markets.

### ***Group Manager Risk and Compliance***

Applications are invited for the position of Group Manager Risk and Compliance to assist the Company Secretary in delivering a wide range of Risk Management and Compliance services. This newly-created fulltime position will be based at our Corporate Office in Gordonvale, approximately 20km south of Cairns. The position offers challenging and rewarding results for the person who excels in their work and strives to establish best practice.

The main responsibilities this role will entail include:

- Pioneering a framework and process for the effective management of risk and the provision of compliance assurance;
- Developing and directing risk culture and awareness throughout the organisation;
- Assisting management in the identification of risks, assessment and development of controls and evolving these processes through continuous innovation;
- Maintenance of strong internal stakeholder relationships as a credible business advisor;
- Reporting and escalating risk matters, adherence to policies, regulations and risk culture;
- Maintaining a business / risk balance to enhance risk based decision making;
- Serve as a subject matter expert for risk and compliance which will include mentoring and coaching of employees; and
- Assist with coordination of internal audit requirements.

This role will suit someone with a desire to champion and foster risk culture.

The successful candidate will have:

- Bachelor degree qualification alongside associated risk management qualifications and/or experience.
- Demonstrated capability within a risk management role previously including experience designing and implementing risk and compliance systems commensurate with the organisation's maturity.
- Top-rate communication and facilitation skills to influence and develop relationships with key stakeholders at all levels (both technical and non-technical professions).
- Excellent verbal and written skills appropriate to a role of this profile.
- A proactive approach to work.
- Self-motivated with the ability to multitask and meet tight deadlines.

A competitive salary package will be negotiated with the successful candidate.

MSF Sugar offers a supportive and positive team environment. This is an exciting opportunity to be part of a major player in Australian agribusiness.

Applicants may be required to undergo pre-employment medical and drug and alcohol testing.

Further information can be found on our website or by contacting:

**Kelly Slattery – Company Secretary**

Phone: 0407 567 825

Email: [kellyslattery@msfsugar.com.au](mailto:kellyslattery@msfsugar.com.au)

To apply, click 'Apply for this job' via SEEK.

Applications close on **8<sup>th</sup> February 2019**.



**POSITION DESCRIPTION**

<b>POSITION TITLE:</b>	<b>Group Manager Risk and Compliance</b>
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**POSITION AUTHORISATION**

<b>INCUMBENT:</b>	<i>TBA</i>	<div style="text-align: right; border-top: 1px dotted black; height: 20px;">(Signature)</div>	<div style="text-align: right; border-top: 1px dotted black; height: 20px;">(Date)</div>
<b>PREPARED BY:</b>	Company Secretary	<div style="text-align: right; border-top: 1px dotted black; height: 20px;">(Signature)</div>	<div style="text-align: right; border-top: 1px dotted black; height: 20px;">(Date)</div>
<b>APPROVED BY:</b>	Chief Executive Officer	<div style="text-align: right; border-top: 1px dotted black; height: 20px;">(Signature)</div>	<div style="text-align: right; border-top: 1px dotted black; height: 20px;">(Date)</div>

**POSITION DEMOGRAPHICS**

<b>Business Group/Division:</b>	Risk and Compliance
<b>Reports Directly to:</b>	Company Secretary
<b>Reports Indirectly to:</b>	Executive Team
<b>Subordinates:</b>	Nil
<b>Team Membership:</b>	Company Secretarial Team
<b>Work Site:</b>	All Sites
<b>Job Status:</b>	Permanent
<b>Qualifications/Experience:</b>	<p>Degree qualified with seasoned specialised knowledge, application and management of risk management principles gained through a variety of business placements.</p> <p>Formal qualifications in an appropriate discipline are mandatory together with experience in Risk Management System development and implementation in a complex business environment, experience in compliance management and regulatory engagement at the highest level and experience in development and delivery of leadership driven cultural change programs.</p>

## **POSITION PURPOSE**

The Group Manager Risk and Compliance (“GPM R&C”) is an integral cross-functional team leader. Working with every business unit the GPM R&C develops the organisations Risk Management strategy in such a way that it complements the overall business strategy while still maintaining a sense of urgency and importance regarding risk and compliance management. The GPM R&C ensures risk and compliance is a minimum mandatory business requirement by developing tools, systems and tactics which, when implemented by the organisation’s business units, will result in full legal and business policy compliance.

The position manages the risk and compliance assurance framework for MSF Sugar including the risk and compliance reporting and auditing programmes. Similarly the position develops and implements the risk and compliance platform. As a risk and compliance specialist the position will clarify the organisational risk appetite and provide risk calibration to initiatives, projects and business as usual activities. This will guide the organisation to take appropriate risks rather than less risks.

## **AUTHORITY TO ACT**

In accordance with the company Delegations of Authority policy.

## **KEY RELATIONSHIPS (Internal & External)**

The Group Manager Risk and Compliance works with executive team members and managers to set the strategic risk and compliance approach. At an operational level the person advises and consults technical risk and compliance matters and provides a framework for risk and compliance and cultural improvement. The incumbent would communicate at all levels and visit individual sites regularly to maintain an awareness of organisational risk profile and business activity.

The incumbent is the secretariat to the Risk and Compliance Committee.

From time to time the role may be required to liaise with higher education institutes and government authorities, depending on the broad business needs.

## **KEY RESULT AREAS**

<b>Areas</b>	<b>Elements</b>
<b>Strategy</b>	Develops and implements a long term strategic plan for risk and compliance which delivers an improvement in organisational performance and culture.
<b>Compliance</b>	Develops systems and processes for implementation in the company which ensures compliance with regulations, legislation and organisational policy.
<b>Governance</b>	Activities are conducted, and risk and compliance processes implemented, in a manner which supports MSF Sugar’s corporate governance model.
<b>Risk Management</b>	Risks are identified, assessed and mitigated, accepted or transferred using executive-endorsed strategies.
<b>Controllable Costs</b>	Budgets are set and operated within.
<b>HR / People</b>	Direct reports are lead and managed in accordance with HR processes and policies.

**SKILL REQUIREMENT**

<b>Areas</b>	<b>Elements</b>
<b>Enabling Skills</b>	Risk and Compliance technical knowledge. Ability to interpret complex problems and provide clear solutions. Research skills. Keyboard skills. Microsoft Office Applications. Writing skills. Decision making. Reliability. Verbal and non-verbal communication.
<b>Essential Skills</b>	Strategic thinking. Tactical skills. Advanced report writing. Negotiation skills. Team Leadership. Investigation skills. Performance monitoring. Long, medium and short term planning. Achieving consensus.
<b>Desirable Skills</b>	Self-organised. Conflict resolution. Motivational. Administration.

**GENERAL**

This document outlines the unique characteristics of this position as a guide to role, scope and responsibilities of the position and skills required of the position incumbent.

In addition to these responsibilities the incumbent is an employee of MSF Sugar and as such is accountable to the code of employee behaviour (Code of Conduct) defined by management and related to the company ten overarching policy statements.

Furthermore the incumbent's role is not limited to the areas defined but subject to the organization's needs, may be varied from time to time consistent with the incumbent's training and skills.

Finally, this document serves primarily to make clear to the incumbent the areas of organization activity for which the incumbent has sole or team member responsibility. Standards within which tasks are to be performed, performance is measured and targets are set for improvement will be covered under performance review and continuous improvement processes.