



## **Avantage Reply Netherlands** **is looking for passionate Risk Management Consultants**

### **Background**

Avantage Reply is a pan-European management consultancy firm, specialising in implementing and embedding risk and regulatory change initiatives within Financial Services. We have extensive experience in:

- Industry-wide legislative and regulatory projects (including advisory, implementation, and due diligence);
- Remediation activities (following supervisory recommendations);
- Organisational change (e.g. resulting from mergers, acquisitions and divestments);
- Business improvement and optimisation agendas (e.g. risk appetite, capital allocation and cost reduction).

Since 2004, we have rapidly grown from a UK focussed boutique consultancy into a reputable pan-European firm recognised by both supervisors and many of the EU's largest financial institutions. We continue to adhere to our core philosophy of using innovation and pragmatism in helping firms to deal with complex regulatory and business issues. We differ from the larger consulting firms in our specialised subject matter focus and have an excellent reputation for delivering on our clients' most challenging issues.

We are currently hiring Junior Consultants (min 2 years experience), Consultants (4 years+ experience), and Senior Consultants (7 years+ experience).

### **Who are we looking for?**

Our people are at the core of what we do.

- Subject matter expertise – We look for people with expertise in risk (e.g. credit, market, operational, liquidity, conduct) and financial services regulation. We expect new entrants to be familiar with the basic concepts and key regulatory changes and to increase their expertise as they develop with us.
- Sector focus – We work with the financial services industry; including investment and commercial banks, asset and wealth managers, custodians, insurers, and pension funds. We welcome candidates with direct knowledge of these sectors; particularly those who have worked in front office, risk or compliance roles, but also consider applicants from other backgrounds, for example from IT providers to the finance sector
- Thought leadership - we continuously challenge our consultants to contribute to industry debates and provide thought provoking commentary on industry issues through white papers, business breakfasts and other events.
- Innovation and pragmatism – we encourage our consultants to always look for improvements and put forward their suggestions.
- Project delivery – Our consultants need to be able to analyse complex business issues and to manage projects and stakeholders in challenging client environments. We look for candidates with proven skills in these areas.
- Entrepreneurship – We expect the whole team to contribute proactively to our new business development by analysing industry trends, developing new propositions and taking them to market. Consultants prepared to take ownership of their career and personal development will be given the opportunity to shine and our rewards reflect this.



## Key Skills and Competencies

We are looking for passionate candidates with:

- Relevant professional experience in risk management or compliance work, gained either in a Financial Institution or a Consultancy.
- University Master's degree in a relevant discipline, such as economics or engineering, supplemented with a professional qualification, such as CFA, PRM or FRM.
- Professional fluency in English, with a good knowledge of Dutch. Demonstrable track record in delivering projects, good client/employer references
- Flexibility to travel for our clients, primarily within BeNeLux, France, UK or Germany.
- Demonstrable ties with EU: preferably in possession of an EU passport or visa and EU work experience.

## What do we offer you?

We offer a dynamic and challenging working environment with clients and colleagues. There is plenty of room for further development and training. You will have the opportunity to participate in domain-related trainings, organize events together with important institutions and to write publications.

- **Development opportunities** – we invest in the development and progression of our people to maximise their potential. All of our current partner group have been promoted from within the firm.
- **Great place to work** - we are a non-hierarchical organisation and promote openness, teamwork and knowledge sharing within the firm and wider Group of companies.
- **Competitive remuneration** – we offer a competitive base salary and flexible benefits package. In addition, we offer a range of incentives and bonuses to reward performance and to align individuals' incentives with those of the firm and our clients.

## How do I find out more?

Avantage Reply employs ca 250 consultants within our 10 offices across Europe.

Please refer to our website: [www.avantagereply.com](http://www.avantagereply.com)

Avantage Reply is a member of the Reply Group, a publicly listed consulting company. Reply employs over 6,000 professionals worldwide, and had revenues in 2015 of EUR 700mln.

Please refer to our website: [www.reply.eu](http://www.reply.eu)

## Interested?

Please send your CV, accompanied by a cover letter to Rob Leijen by email to [o.mccarthy@reply.com](mailto:o.mccarthy@reply.com)