

Overview

Avantage Reply (a member of Reply Group) is a pan-European specialised management consultancy delivering change initiatives in Risk, Compliance, Finance (Capital Management and Regulatory Reporting), Treasury and Operations within the Financial Services industry.

Specialised Management Consultancy

Within our core competencies, we have extensive experience in implementing changes driven by:

- Industry-wide legislative and regulatory initiatives (e.g. CRD IV, ring-fencing);
- Mergers, Acquisitions & Divestments (e.g. business combination, separation and flotation); and
- Business improvement and optimisation agendas (e.g. risk appetite and capital allocation)

Since 2004, we have rapidly grown from a UK focussed boutique consultancy into a reputable pan-European firm. 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.

Our people are at the core of what we do

What we are looking for?

Academics and experience - our consultants come from industry, regulatory bodies and other consulting firms. We insist on all new entrants holding a relevant post-graduate qualification.

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. Willingness to challenge status quo is a pre-requisite, as is the ability to accept that sometimes status quo is the best solution.

Sector focus – We work with the financial services industry; including investment, wholesale and retail banks, asset managers, wealth managers, insurers etc. 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



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from other backgrounds, for example from software developers and IT providers to the financial services industry.

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.

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.

What do we offer in return?

Development opportunities – training and no glass ceiling career progression: 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. We also hold regular company- and group-wide social events outside of work.

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.

Delivery Capability across Europe and the UK

Avantage Reply employs 180 consultants within our 10 offices across Europe and the UK. Our local offices work closely with other European offices, meaning we have a local and global approach to doing business.

Member of the Reply Group

The publicly listed Reply Group [MTA, STAR: REY] has over four thousand professionals, enabling us to provide end-to-end delivery solutions to our clients.