
Position:	Gibraltar Investor Compensation Scheme (“GICS”) Advisor
Grade:	3
Team:	Resolution and Compensation Unit (RCU)
Contract:	Permanent
Hours:	37.5 hours per week

Mission

The GFSC Mission is to promote good business, protect the public from financial loss and preserve Gibraltar’s good reputation as a Finance Centre.

The Role

GICS is the compensation scheme for Gibraltar investors and exists to protect customers of financial investment services firms that have failed. GICS also serves to protect the reputation of Gibraltar, avoiding significant financial effects of a failing investment firm or by ensuring preparedness through close engagement with internal and industry partners.

The GFSC currently acts as Secretary to GICS.

The GICS Advisor supports the GICS Board in administering the scheme and delivering its strategic objectives.

Key responsibilities

- Support the GICS Board to administer a financially sound Investor Compensation Scheme in line with international standards to provide statutory levels of compensation to eligible investors of failed investment firms.
 - Maintain current funding levels / enhance future funding policy.
 - Identify improvements and maintain a robust structure to pay compensation to investors of failed investment firms.
 - Ensure compensation, where relevant, is paid without unnecessary delay, in line with legislation.
 - Support the Head of Department in the roll out of the strategic objectives of the GICS.
 - Ensure the operationalisation of an efficient, targeted scheme, providing value for money, with resources that are focused on mitigating important risks and thus protecting the public, financial markets and the reputation of Gibraltar.
 - Proactively look for ways to improve internal processes, procedures and ways of working. Review and consider existing internal procedures and policies and make necessary changes so that these can be streamlined and made more efficient.
 - Actively participate in completing tasks to ensure successful and timely completion of identified workstreams.
 - Identify, report, escalate, and manage risks, risk events, controls and management actions in a timely manner in line with the GFSC's standards and policies (including risk appetite) and proactively engaging with risk function.
 - Respond to external and internal queries in a timely, professional, and helpful manner.
 - Keep up to date with relevant industry developments and international standards
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- Proactively build strong relationships, with all relevant stakeholders, including industry, the Government of Gibraltar, international bodies and consumers.

Skills

- Take initiative to actively participate in team interactions, providing opinions on team decisions, goals and deadlines.
- Ensure that the time available for collaboration adds significant value and organisational results.
- Check assumptions about mutual expectations and understands expected standards of work.
- Monitor day-to-day performance and takes corrective action when needed to ensure desired performance is achieved.
- Effectively analyses situations and collect input to make informed decisions.
- Gains the support of management when needed in order to perform successfully.
- Continuously look for areas where they can contribute and proactively identify areas of improvement and seek out the appropriate training and/or coaching.
- Consider how to manage through challenges or setbacks and remain optimistic.

Compensation & Benefits

The GFSC reviews our employee benefits package each year to ensure that we offer competitive benefits to our employees. The discretionary benefits we currently offer are:

- Pension scheme
- Health insurance
- Death in service cover
- Travel Insurance
- Flexitime
- Annual Leave starting at 25 days with the option to purchase a further 5 days each year
- Corporate gym rates
- Employee Assistance Programme for yourself and household family members