

Head of Compliance & MLRO

Caxton FX is searching for an experienced Head of Compliance and MLRO, to take ownership and further develop the compliance function within the business at an exciting period of international growth.

About the company

Caxton FX is a foreign exchange company that has become an entrepreneurial success story. From launch our ethos has been to offer excellent value for money and great customer service. Our growth is testament to the fact that we have delivered on that vision from day one.

Caxton FX was founded in 2002. Since then, it has grown from one man and a phone to a business that turns over circa £750 million. Our analysts are widely quoted in the UK press on currency issues and with over 200,000 clients, we remain focused on delivering excellent customer service. Caxton FX has been defined as one of the 50 businesses leading Britain based on outstanding growth at a pace 73 times greater than the National Average.

At the heart of our success is our people. Caxton FX is a people business and our successful growth has largely been a result of the outstanding relationships we have established with our growing base of customers.

The Caxton culture is open, honest, hardworking, professional and fun. With approximately 100 staff the company is going through an important growth phase which is focused on new product launches and geographical development. We want to hire the very best people to support our ambitious growth plans. Through educational and training initiatives we support each individual throughout the development of their career with the intention of stretching each one to a high standard of excellence.

The role

Reporting to the Board, and managing a team of four compliance employees, you will adopt the roles of CF10 compliance oversight and CF11 MLRO, as well as undertaking a Fitness and Propriety test under HMRC AML regulation.

Caxton FX has different business channels that a number of regulators and other regulated partners have oversight of, impacted on by legislation including Electronic Money Regulations, Payment Services Regulations, Financial Services and Markets Act 2000 and FATCA. Guiding and navigating the business, working with its partners and legislation is central to this role.

You will identify the firm's money laundering risk profile, and consider its customer, product and activity base, distribution channels, complexity and volume of transactions, processes and systems and operating environment.

This is a great opportunity for an experienced individual to provide advice on special projects, including the launch of new products and services within an exciting area of international payments, as well as the existing business.

Key Outcomes:

- Develop the compliance, AML and other regulatory training requirements of the business, being responsible for the delivery of the same.
- The successful development and implementation of a robust, customer focused compliance monitoring plan supporting a culture where the role of compliance in the business is understood and appreciated.
- Deliver and implement the training needs of the business, and beyond, to prevent under performance in the areas of compliance and TCF.
- Overall development of an embedded relationship between the Compliance Function and both internal and external clients.
- An effectively managed and developed Compliance and Anti-Fraud team.

You will have relevant experience as an MLRO within the foreign exchange and/or payments markets, and hold ICA international qualifications in one or each of Anti-Money Laundering, Compliance or Financial Crime Prevention. Through your communication and influencing skills, you will gain buy-in from both internal and external stakeholders. You will provide support and guidance to your team, and devise a professional development programme for each individual, ensuring professional development is consistently achieved, and a successful Compliance Function is maintained.

Benefits

A competitive salary dependent on experience

20 - 25 days annual leave+

Contributory pension scheme (from 1st April 2015)

Choice of private medical insurance or health cash plan

Cycle to work scheme

Childcare vouchers

Educational bursary to support professional development

+ Dependent upon previous experience and length of service