

## Job Description

### EMPLOYER

*IOSCO is the leading international policy forum for financial markets regulators and the global standard setter for financial markets regulation. It develops, implements and promotes adherence to internationally recognized standards for financial markets regulation and works closely with other international organizations on the global regulatory reform agenda.*

*The organization's membership regulates more than 95% of the world's securities markets in some 130 jurisdictions. By providing high quality technical assistance, education and training, IOSCO supports its members to come together to achieve its three objectives of (i) enhancing investor protection, (b) ensuring markets are fair and efficient, and (iii) promoting financial stability by reducing systemic risk.*

*The Secretary-General is a full time executive, appointed by and accountable to the organisation through the IOSCO Board and is responsible for supporting the pursuit of IOSCO's strategic objectives and for heading the General Secretariat under the leadership of the Board Chairman.*

*The General Secretariat is around 40 full time staff strong – comprising c. 25 permanent staff and c. 15 secondees from IOSCO members.*

### POSITION

- **Title:** Secretary General of IOSCO
- **Location:** Madrid, Spain. Frequent international travels required.
- **Term of Appointment:** 3 years, renewable. Contract renewal will not be subject to a public application procedure but expedited, subject to positive performance appraisal.
- **Reporting to:** The elected Board Chairman and the IOSCO Board.
- **Package:** An all-inclusive and competitive remuneration package. If the successful applicant is a non-resident of Spain before accepting the appointment, the package will not be subject to income tax in Spain. Relocation expenses and annual travels to place of residence covered.

### RESPONSIBILITIES

The powers and responsibilities of the current Secretary-General are set out in IOSCO's [By-Laws](#) (more particularly articles 51 to 54 of part 7) and a 2011 Executive Committee Protocol,

which will be made available to prospective applicants. Amongst others, the responsibilities of the Secretary General are to:

- Manage the General Secretariat including human resources, compliance and legal, operations, finances, relations, etc. This includes ensuring compliance with Spanish laws, internal policies, and IOSCO By Laws, Resolutions and Protocols;
- Coordinate and develop the strategy and work programme under the leadership of the Board Chairman, the Management Team, and the Board in order to lead the efforts of the IOSCO Secretariat in the best interests of IOSCO Members. This will include preparing agendas, minutes and logistical arrangements for Board Chair, the Board and other relevant meetings;
- Deliver technical support to the Board Chair, the Board, Taskforces, Committees and Working Groups. Provide assistance to members where and when it is sought;
- Own and coordinate IOSCO's Standards Development work and Capacity Building and Technical Assistance Programs in accordance with IOSCO's work Programme;
- Develop and maintain effective relationships with internal and external relevant international institutions and stakeholder groups, while fostering IOSCO's global standing with a view to strengthen IOSCO's position as the key global reference point of financial regulation under the leadership of the Board Chair;
- Coordinate and provide support to IOSCO's Committees and Regional, GEM and AMC Committees, assisting in identifying issues and participating in the Committee discussions;
- Undertake any other work assigned by the Board Chair, the Board, and other Committees.

## **RELATIONSHIPS**

a) Within IOSCO (further details may be developed with the new SG):

- IOSCO Board Chairman;
- IOSCO Board, Management Team, Growth and Emerging Markets Committee, Presidents' Committee;
- Finance and Audit Committee;
- IOSCO Committees, Task Forces and Networks;
- Regional and Affiliate Member Consultative Committees;
- IOSCO members, i.e. ordinary, associate and affiliate members;
- General Secretariat incl. full time employees, secondees, external contractors

b) With International organisations:

- International Monetary Fund and World Bank;
- Financial Stability Board;
- G20 Organisations and OECD;
- Monitoring Board, Monitoring Group, IFRS Foundation (ISSB and IASB), IESBA, IAASB;
- Basel Committee, Committee of Payment and Market Infrastructure, IAIS;

- Other global bodies: FATF, UNCTAD, IFIAR...;
- Regional Organisations including, but not limited to, the European Commission, the European Central Bank and Regional Development Banks

c) With relevant stakeholder Groups:

- Market Participants, Industry associations, Consumer organisations, NGOs.

## COMPETENCIES, EXPERIENCE AND QUALIFICATIONS

### a) Competencies

- Excellent managerial and leadership skills and the ability to motivate staff from a variety of professional and national backgrounds, as well as the ability to work collegially and effectively with people and to interact with IOSCO members;
- Diplomatic assertiveness, including demonstrated tact and diplomacy;
- Leading by example: Intellect, personal presence, professional competence and sensitivity to earn and command the respect of staff, members and external stakeholders from around the world.
- Excellent oral, written, and social communication skills;
- Proven organisational ability;
- Fluency in written and spoken English.

### b) Experience

- Commitment to IOSCO Principles and to neutrality with respect to particular regulatory approaches;
- Demonstrated experience in leading an organisation or relevant team through change and the ability to manage an international team characterised by its diversity in regional and cultural background, educational and professional profiles, but also in gender and ethnicity;
- Strong command of financial regulation and excellent understanding of financial and securities markets;
- Experience in public policy would be preferred;
- International negotiation experience;
- A good knowledge of IOSCO, how it works, its strategic direction and its priorities.

### c) Qualifications

- University degree.