

VACANCY

SENIOR POLICY OFFICER GROUP COMPLIANCE DEPARTMENT

LOCATION: CURAÇAO



JOB DESCRIPTION

The Senior Policy Officer provides operational support in managing the AML/ATF Compliance Program across MCB Group jurisdictions to ensure operations meet the highest regulatory and Group standards. In this role, you will draft,

review, and maintain policies and procedures, monitor regulatory developments, and conduct risk assessments on new business initiatives to safeguard the organization against financial loss, regulatory sanctions, and reputational risk.

MAJOR ACCOUNTABILITIES

- Draft, update, and maintain enterprise-wide AML/ATF, Sanctions, and KYC policies, procedures, and departmental guidelines in alignment with evolving laws and industry standards.
- Monitor pending, new, and revised regulations across all operating jurisdictions, keeping leadership and compliance teams informed of emerging trends and requirements.
- Support the annual policy review cycle, ensuring exceptions, decisions, and system requirement updates are accurately captured and distributed across business partners.
- Assist in executing the Regulatory Compliance Management program by maintaining legislative matrices, assessing risks, and evaluating business cases for new products, programs, and initiatives.
- Serve as a subject matter expert and advisor to business lines, providing policy interpretations and coordinating regulatory compliance training frameworks.

KEY COMPETENCIES

- **Analytical & Research Skills:** Strong ability to assimilate complex legal documents, interpret regulatory expectations, and translate them into actionable, practical policy frameworks.
- **Communication & Advisory:** Excellent written and oral communication, negotiation, and advisory skills to consult effectively across multi-disciplinary teams and business lines.
- **Planning & Prioritization:** Proven organizational skills to manage conflicting priorities, handle tight deadlines, and navigate changing requirements under pressure.
- **Problem Solving & Decision-Making:** Advanced cross-functional problem-solving capabilities to address complex compliance challenges and mitigate operational risks.
- **Continuous Improvement:** Proactive approach to identifying operational efficiencies, streamlining policy processes, and driving compliance best practices.

QUALIFICATIONS: EDUCATION AND EXPERIENCE

- **Education:** Bachelor's degree in Law or a similar field.
- **Professional Experience:** At least 3 years of relevant working experience; prior background as legal counsel or working with a regulatory body is an asset.
- **Technical Knowledge:** Thorough understanding of local and international banking, insurance, and AML/ATF statutory requirements, compliance risk frameworks, and policy management; ACAMS certification is an asset.

BESIDES THE EXCITEMENT AND THE CHALLENGE WE OFFER:

- Competitive salary and performance bonuses.
- Standard office environment and working conditions with option for hybrid working.
- Comprehensive healthcare package.
- Retirement savings plan.
- Generous vacation and sick leave.
- Talent and development opportunities.
- Employee assistance program.
- A vibrant workplace culture with team events and activities.

***EMBRACING THE
OPPORTUNITY TO
GROW LEADS TO
UNPARALLELED
PATHS OF
SUCCESS.***

WORKING AT MCB

At MCB, we are committed to fostering a culture of excellence, innovation, and inclusion. We believe in empowering our employees to grow professionally and personally within a supportive and dynamic environment. Our team values collaboration and diversity, and we are dedicated to making a positive impact in the communities we serve.

HOW TO APPLY

If you are passionate about this job opportunity and want to make a difference in the financial sector, we would love to hear

from you. Please submit your resume and cover letter to: hrd@mcb-bank.com

Note: This job description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities that are required of the incumbent for this position.

