

**Talent opportunity number:** RAC - GBO – INT, ASC & CON - BOM – Q3FY21 - 000001

**Location of talent engagement:** *Mumbai*

**Engagement level:** Intern, Associate and Consultant

**Organizational Unit:** *Global Business Organization (GBO)*

### **About Acies Consulting**

Acies Consulting is a fast-growing technology centric consulting firm. The firm has offices in Mumbai, Delhi and Singapore and is looking to expand across Asia Pacific, South Asia, Middle East and Africa over the next 3 years.

The firm partners with clients and the broader ecosystem to deliver tangible outcomes. Our projects involve solving complex challenges to deliver time-bound and high impact change programs. We seek to create a positive impact through innovation and action.

The firm is seeking to engage highly motivated and talented people to support our growth and continue to deliver a positive impact to our clients and ecosystem. We are looking for people whose integrity and excellence can help propel the firm to greater heights.

The firm provides exceptional and equal opportunity for all applicants and employees without regard to race, religion, creed, color, national origin, gender, sexual orientation, age, marital status, physical or mental disability. We believe that our people should share in the success of our clients and our business.

For more information about the firm and its business, please visit [www.acies.consulting](http://www.acies.consulting)

Acies Consulting is a registered trademark of Acies Consulting LLP

### **Highlight of the engagement opportunity**

- **Nature of role:** Full time (graduates) & Interns for Permanent hire (students)
- **Number of years of experience expected:** 0 to 2 years
- **Areas of past experience preferred:** Business compliance management and regulatory reporting in the BFSI space
- **Educational qualification expected:** LLB, BA LLB, BCom LLB, BBA LLB and equivalents
- **Additional qualifications/ certifications required:** NA
- **Preferable additional certifications:** CS (Company Secretary) qualified or currently pursuing CS
- **Preferred geography of previous work experience:** Mumbai, India
- **Language requirements:** Ability to write and speak fluently in English

## **Reporting**

Acies is a highly client focused and collaborative organization. Every person is assigned a counsellor who is responsible for mentoring and providing career guidance. The counsellor is also the primary reporting and engagement point. Every person is assigned to a Business Leader and Geography Leader. Business and Geography Leaders guide the person on business strategy and provide opportunities to work on diverse projects.

While people are assigned to a specific business line and geography, they are expected to work across business lines and geographies. People are expected to collaborate with a wide range of client and Acies personnel across levels and work as part of outcome-oriented teams.

## **Travel**

Acies is a global organization with clients and business interests across geographies. Travel for both short and long-term is expected for most roles. Specific requirements of travel for this role are as follows:

- **Long-term travel (6-12 months a year) expected:** Yes
- **Short-term travel (Less than 4 months a year) expected:** Yes
- **Travel expected outside country of base location:** Yes
- **Relocation expectations to another country/ city:** No

Travel is dependent on nature and location of projects as well as the role of specific people on the project. Accordingly, travel requirements may change from time to time.

**Detailed expectations from role****Key responsibility areas:**

- Be well versed with Indian Regulatory requirements and terminologies of RBI, SEBI, IRDA and other related industry bodies and associations such as NSE, BSE, AMFI, NSDL, CDSL, CCIL, etc.
- Be well versed with legal and statutory requirements related to Central and State level Acts applicable to the BFSI industry
- Coordinate with clients and work with the engagement team to understand applicable regulatory requirements and develop compliance repositories, reporting requirements, frameworks and tools
- Continuously monitor and update Regulations as per updates published by the Regulators
- Review and automate regulatory reporting requirements
- Assist engagement teams and project leaders in undertaking activities required to ensure successful completion of client projects, solution development and sales activities

**Key Skills required:**

- Good understanding of financial services industry, businesses, regulators and their roles along with terminologies used
- Good understanding of regulatory reporting requirements, analysis and interpretation
- Good hands on experience of MS-Office such as MS-Word, MS-Excel and MS-Power Point

**Key performance metrics:**

- Adherence to delivery timelines
- Adherence to the firm's standards for processes and quality
- Client feedback
- Feedback from counselor and other team members

**Other expectations:**

- An "ownership attitude" whose passion for solving issues and creating value grows from one project to another
- Strong analytical and logical skills
- Strong business writing and oral communication skills
- Collaborative and partnership-oriented and ready to work as a team member
- Demonstrated ownership over deliverables and project engagement
- Ability to handle highly challenging and time-bound projects with a positive mindset

**Other important information:**

- **Work permit requirements:** Either Indian Citizen or having valid work permit to work in India
- **Period of engagement:** Full-time position
- **Probation period:** 6 months
- **Compensation:** Compensation varies depending on the skill, fitment and role played by the person. Compensation discussions will take place post the selection process.
- **Performance incentives:** Typically, all roles at Acies have a performance incentive. Specific aspects will be discussed during the compensation discussion
- **Leave:** 22 working days a year. Additional leaves for national holidays, sick leaves, maternity and paternity, bereavement and studies vary based on the city and country of engagement.
- **Other benefits:** Other employment benefits including medical insurance will be informed during the compensation discussion.
- **Career growth for full-time roles:** Acies believes in a transparent and data-based performance evaluation system. You are encouraged to clarify any questions you have with respect to career growth with Acies personnel you interact with during the selection process.
- **Career opportunities for part-time roles:** Conversion of part-time roles to full-time roles depends on both performance of the individual and business needs. You are encouraged to ask about the prospects as you interact with Acies personnel during the selection process.
- **Global mobility:** Acies encourages mobility across our offices. Such mobility is, however, subject to business needs and regulations governing immigration and employment in various countries.

**Selection process:**

We seek to be transparent during the selection process. While the actual process may vary from the process indicated below, the key steps involved are as follows:

- **Case study:** Involves written test to case study questions, group/ individual presentation to case study panel followed by Q&A session
- **Interview:** There are expected to be at least two rounds of interviews. The number of interview rounds may increase depending on the criticality and seniority of the role involved.
- **Final discussion on career and compensation:** Post final selection, a separate discussion will be set up to discuss compensation and career growth. You are encouraged to seek any clarifications you have during this discussion.

**Preparation required:**

It is recommended that you prepare on some of the following aspects before the selection process:

- Good understanding of the Banking and Financial services markets
- Good understanding of the regulatory structure overarching the BFSI industry in India, along with knowledge of the key regulatory bodies/ associates and the roles they play
- Reserve Bank of India reporting requirements applicable to banks
- SEBI requirements for capital markets
- IRDA requirements for Insurance companies
- AMFI requirements for Asset management companies
- Be up to date of happenings related to KYC, AML, FATCA, GDPR and other global regulatory developments
- Emerging technologies in the Financial Services Sector, with a focus on emerging tools and products available for regulatory reporting, compliance libraries, and process risks and controls

For any additional queries you may have, you can connect with us at <https://www.acies.consulting/contact-us.php> or e-mail us at [careers@acies.consulting](mailto:careers@acies.consulting)