



If interested, please apply@birexo.com
And let Team Birexo know you spotted this role on Fintech Ireland

Head of Compliance PCF 12 & MLRO PCF 52

At Birexo, we are dedicated to establishing ourselves as a sustainable focused green FinTech and seeking approval as an Electronic Money Institution ("EMI") from the Central Bank of Ireland ("CBI").

Our offerings will include carbon footprint tracking for transactions, carbon offsetting, and eco-friendly payment solutions, all aimed at making sustainable living accessible to everyone.

We are actively seeking a Head of Compliance (PCF12) & MLRO (PCF52) to join our growing team.

As we are in startup mode, we require the successful candidate to roll their sleeves up in this fast-moving environment.

If you are based in Ireland, have a background working at a regulated E-money and Payments and desire working with a team that is passionate about making a difference, please get in touch asap.

Team Birexo is composed of individuals who leave their egos at the door. We promote an inclusive and collaborative environment, nurturing a space where innovation thrives.

This is an invitation to join an exciting venture, to be a part of a workplace where every voice counts and where we offer a remote first policy.

Summary

The Compliance team at Birexo will be a key driver to our regulatory licence application and success.

There are *two core elements* to Compliance at Birexo: i.Regulatory ii.Financial Crime. Across these areas we are passionate about aligning these with Birexo's core values and creating a culture of good compliance.



As Head of Compliance & MLRO, you will help us build a FinTech that brings a great journey and experience to our customers.

You will be responsible for overseeing our day-to-day regulatory compliance and anti-financial crime framework, ensuring that Birexo's business will operate within our risk appetite and the CBI's regulatory requirements.

You will also work closely with other members of Team Birexo to develop and execute our wider business strategy.

Experience

Minimum of 5-7 years of experience in fintech compliance (Payments or E-Money), including at least 3 years in a senior leadership role.

Proven track record of developing and implementing compliance strategies to support the growth and sustainability of a fintech company.

A proven track record of scaling compliance in technology-driven companies

Prior leadership experience covering compliance management

Excellent leadership and team management skills, including the ability to motivate, mentor, and manage a diverse employees

Excellent communication and interpersonal skills, with the ability to build relationships with partners, and other stakeholders.

Strong problem-solving and decision-making skills, with the ability to think strategically and creatively.

Comfort rolling your sleeves up - we're a small firm, and you'll need to step in to fill the gaps from time to time.

Key Responsibilities include:

- Implement an effective and robust regulatory and financial crime compliance programme and support the business in its E-money licence application with the Central bank of Ireland ("CBI").

- Develop & implement risk mitigation including policies, procedures, and guidelines to prevent, mitigate and reduce compliance risks in accordance with our Business wide risk assessment (“BWRA”).
- Risk monitoring of Birexo’s adherence to compliance policies, standards, and applicable regulatory requirements.
- Reporting and responding to compliance incidents and promoting the appropriate senior management action(s).
- Compliance related training and awareness to promote a compliance culture and strong core values across Birexo.
- Action-tracking to ensure all resolutions pertaining to compliance related audits or related regulatory actions have been followed in adherence with the compliance framework.
- Advisory to the Board, senior management and colleagues on compliance related risks and matters.
- Build relationships with the relevant authorities to ensure we adhere to our risk appetite and regulatory obligations.

What we offer includes:

- Competitive Benchmarked Salary + Stock Options.
- Collaborative Environment.
- Opportunity to build your function from the ground up.
- Remote first.

This is a Pre-Approval Controlled Function and therefore will be subject to approval from the Central Bank of Ireland.

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