

Retail Markets Specialist

Reports to: Director, Policy, Strategy & Research

About the Investment Association

The IA champions UK investment management, supporting British savers, investors and businesses. Our 250 members manage £9.4 trillion of assets and the investment management industry supports 113,000 jobs across the UK.

Our mission is to make investment better. Better for clients, so they achieve their financial goals. Better for companies, so they get the capital they need to grow. And better for the economy, so everyone prospers.

Our purpose is to ensure investment managers are in the best possible position to:

- Build people's resilience to financial adversity
- Help people achieve their financial aspirations
- Enable people to maintain a decent standard of living as they grow older
- Contribute to economic growth through the efficient allocation of capital.

The money our members manage is in a wide variety of investment vehicles including authorised investment funds, pension funds and stocks and shares ISAs.

The UK is the second largest investment management centre in the world, after the US and manages over a third of all assets managed in Europe.

IA Culture and Values

Our Values

At the IA, we are committed to **servicing our members**, embracing **new ideas** and **striving for excellence**. We are **inclusive**, **considerate** and act with **integrity** in all we do.

Diversity and Inclusion

We are committed to creating a diverse and inclusive UK investment and savings industry at all levels, including in our own organisation.

We welcome applications from all qualified candidates regardless of their ethnicity, race, gender, religious beliefs, sexual orientation, age, marital status or whether or not they have a disability.

Initiatives:

- We signed the Women in Finance Charter in February 2017. Sponsored by HM Treasury, the charter is a pledge for gender balance across financial services.
- We voluntarily publish our gender pay gap each year.
- We signed the Race at Work Charter in January 2020. The Race at Work Charter comprises five calls to action to ensure that ethnic minority employees are represented at all levels in an organisation.

- The IA is a founding partner of the Change the Race Ratio (CTRR), a business led initiative launched by the CBI to increase racial and ethnic participation in British businesses. As signatories of the CTRR, we have committed to set targets to increase the racial and ethnic diversity of our Board and senior leadership team.
- See [here](#) for further information on our work with our members on Diversity and Inclusion

Wellbeing

At the IA we actively seek to promote the wellbeing of our staff; alongside our benefits and flexible working policy, we have an active program of wellbeing initiatives across four key areas:

- Mental and Physical Health
- Sustainability and the Environment
- Volunteering and fundraising
- Diversity and Inclusion

Policy, Strategy and Research Division

The Retail Markets Specialist sits in the Policy, Strategy and Research (PSR) Division, whose central policy focus is on customer markets (retail, institutional and private wealth). The PSR team also inputs into broader IA strategic development and provides a range of data and research insights to support the Division and the wider organisation. It is split into two groups – the Funds and Institutional Group (FIG) and the Market Insight Group (MIG). The Retail Markets Specialist is part of FIG, although in practice will work very closely with the MIG team. FIG team members currently report directly to the Director, Policy Strategy and Research.

The Role

This role has a particular emphasis on product communication and disclosure and on conduct of business regulation as it applies to the retail marketplace. As such, this is an exciting, if sometimes challenging, time as the investment management industry increases in importance and visibility.

Two areas of particular focus currently are the new UK Sustainability Disclosure Requirements (SDR) and the implementation of the EU Sustainable Financial Disclosure Regulation (SFDR) for firms operating across Europe. The role also covers issues such as the successful implementation of the FCA Consumer Investment Strategy and the future of UK investment fund disclosure and broader retail communication and engagement. This comes against the backdrop of the post-Brexit environment, but also increasing technological change for the industry and its customers.

In terms of day-to-day activities, the role requires proactive policy formation, analysis and lobbying on UK and EU regulatory proposals, consideration of developments within the retail market (including the role and regulation of different types of retail intermediary and the development of the personal pensions market), and guidance for members.

Within FIG, you will work alongside other specialists on all aspects of investment fund operations and regulation and broader issues affecting the retail and institutional markets in the United Kingdom and EU. On some dossiers, you will need to seek and co-ordinate

input from other specialist colleagues. On others, there may be issues on which colleagues are in the lead but which require input from the retail markets specialist.



The holder of this position will be responsible for organising the IA's senior Investment Funds Committee, establishing and maintaining good relationships with regulators both in the UK and overseas, maintaining a regular dialogue with persons in other trade associations working on similar or related issues, and maintaining regular dialogue with eg Heads of Marketing and Heads of Compliance in member firms and participating in wider discussion groups.

The person must not only develop and drive forward the IA's agendas with notable technical competence but also represent the IA in these areas to bodies such as the FCA, the European Commission and ESMA.

Essential Skills / Qualifications / Competencies

We are open to candidates from a wide range of professional backgrounds and are looking for someone who is passionate about retail market regulation; a confident communicator, who can work closely with internal and external stakeholders to deliver several fast paced and high-profile projects.

Education and Experience

- Graduate level or equivalent.

Ideal experience

- Several years' experience in the area of retail market regulation, either or in a senior policy position with a regulator or as a senior compliance officer who has experience in policy formation.
- Ideally, some knowledge of the regulatory frameworks and industry practice in responsible and sustainable investment

Personal Attributes

- An ability to work autonomously and confidently on your own areas of responsibility, while being a supportive member of a friendly and well-established team
- Analytical skill and the ability to communicate both orally and in writing
- A degree of diplomacy is required both in pulling together a single Association policy from the disparate views of members and in the manner in which such policies are conveyed to the main protagonists
- A high degree of technical and personal competence is required which would enable the person concerned to represent the IA at high levels with governments and regulators and yet have the judgement to know when referral back would be necessary
- Computer literacy, particularly good knowledge of Microsoft Office Applications.

Please note this job description describes (but does not limit) the main duties and responsibilities of the job. These are subject to variation by the IA as is necessary to respond to changes, both internal and external, which the Association experiences.