



WILLIAM GRANT & SONS

ROLE PROFILE

Role Title	Head of Risk & Internal Control
Internal Reference	CEN-0336
Business Unit / Group Function	Central Services
BU Team / Sub-Function	Finance
Location	SBP
Team Leader Role	Global Head of Internal Audit
Role Level	3B
Team Members	No
Role Purpose	
Internal Control Oversee the development of the WG&S group-wide controls programme, Control Self-Assessment (CARE), and prepare for expected Corporate Governance reforms around internal controls over financial reporting "UK SOX" in compliance with the requirements of legislation and other parameters established by the Executive Board and the Audit Committee. To this end: Continue the development of the WG&S internal control framework to align with best practice and to provide controls assurance over financial reporting risks and other risks that are relevant to the Group Corporate Objectives. Establish and implement an annual control assessment cycle, aligned to business priorities and consistent with the requirements of the corporate calendar. Oversee and scrutinise the results of local control assessments to drive accurate control assessment and high-quality assurance. Develop reporting to local management, Business Unit boards, the CFO, the Audit Committee and others, as required, to provide timely meaningful results insights. Build awareness and capability of control assessment and develop a network of subject matter experts across the Group such that local processes can be embedded and improved. Identify, develop and implement an appropriate technical solution that integrates risk management activity provided locally and which consolidates reporting to management across the Group. Risk Management Improve and embed risk management practices at site, market and functional level to drive better quality, consistent risk assessment in line with the requirements of the WG&S Group Enterprise Risk Management methodology, consistent with the Corporate Objective to manage carefully the downside risk to the business at a macro level. Drive high quality and more timely identification and assessment of relevant mitigating actions, in support of a clearer articulation of net risk across the Group. Establish a quarterly rhythm of risk reviews across the business and periodically refresh the Group risk register. Support the work of the Group Risk Committee and facilitate quarterly meetings to 'deep dive' on specific risks to the business to deepen their understanding and drive specific interventions where	



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necessary.

Identify, develop and implement an appropriate technical solution that integrates risk management activity provided locally and which consolidates reporting to management across the Group.

Accountabilities

- Oversee the design, development and communication of the Control Self Assessment programme with focus on people, process and technology.
- Co-ordinate, manage and drive delivery of the programme by establishing the appropriate governance framework across all areas, with appropriate prioritisation, issue management and communication.
- Collaborate with key stakeholders across Finance and the wider business to ensure appropriate coverage of key risks.
- Understand and interpret the requirements of the Audit Committee while supporting the implementation and embedding of those requirements.
- Oversee the development of conclusions and findings to local management and apply previous experience and accepted Group practice to make corrective recommendations and other improvement suggestions. Agree action plans with management and support the reporting of the outcomes to management.
- Raise awareness of corporate policies, share knowledge and collaborate with business stakeholders to instil best practice and improve the control environment across the Group.

Risk Management

- Contribute to the improvement of risk management practices, leveraging experiences from other businesses to proactively support the identification of new and emerging risks and promote strategies to improve existing mitigations.
- Develop effective working relationships with key business stakeholders, building trust and becoming a valued source of support, challenge and guidance.
- Utilise external networks and industry specialists to keep up-to-date with standards and best practices.
- Lead, motivate and develop others in the Internal Audit team to build skills, knowledge and professional development through coaching and feedback.

Created by:	Michael Cassidy
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