

**SKILLS FRAMEWORK FOR FINANCIAL SERVICES
SKILLS MAP - HEAD OF CREDIT RISK MANAGEMENT**

Sector	Financial Services			
Track	Risk, Compliance and Legal			
Occupation	Credit Risk Officer			
Job Role	Head of Credit Risk Management			
Job Role Description	<p>The Head of Credit Risk Management is responsible for developing and ensuring credit risk management policies, limits, and strategies align with applicable regulations, strategic imperatives, and the risk appetite of the organisation. He/She oversees and/or monitors all credit risk management activities of the organisation. He provides oversight and direction to ensure the overall quality of the organisation's credit portfolio. He ensures credit application processing and credit management are conducted according to defined credit risk parameters.</p> <p>The Head of Credit Risk Management's duties may require him to be contactable after office hours. He has a strong understanding of Basel capital standards, quantitative credit models and tests, and also possesses extensive market experience. He has clear strategic orientation can think of the big picture. He possesses strong communication, interpersonal and leadership skills. He has a sound understanding of quantitative analytics approaches and how to derive commercial insights and decisions from data.</p>			
Critical Work Functions and Key Tasks	Critical Work Functions	Key Tasks		
			Develop and maintain credit risk policies	<ul style="list-style-type: none"> Define organisational credit risk policies based on risk appetites Define and enforce strategic credit risk positions to meet business objectives Develop credit risk mitigation strategies based on current and emerging market trends and regulations Outline and develop guidelines based on credit risk policies to steer credit-related advisory activities Conduct regular communication of updates to credit risk policy changes to business stakeholders Review and suggest amendments to credit risk appetite, credit limits and target market allocation based on trends in the credit environment and industry and business objectives Incorporate environmental, social and governance considerations in credit and credit risk policies to promote responsible lending practices
			Conduct credit risk assessment and management activities	<ul style="list-style-type: none"> Oversee the re-balancing and positioning of credit portfolios to ensure optimisation within acceptable parameters Review stress testing and scenario analysis findings to identify improvements to policies and aid overall decision making Review credit modelling findings and use insights to determine strategies for driving the achievement of business objectives Review and approve credit valuation adjustments on credit models Review reports of periodic checks, security monitoring, portfolio reviews and compliance checks Determine strategies for managing loan portfolios, identification, suitable loans and implementation plans Conduct regular reviews on identified terminal accounts to verify the adequacy of credit recovery strategies
			Manage credit portfolios within credit risk appetite and limits	<ul style="list-style-type: none"> Determine appropriate credit risk appetite and target market allocations Ensure sufficient coverage of credit risks by identifying optimal credit protection strategies Provide guidelines for credit approval based on credit risk policies and defined limits Determine strategies and assess financial ratios to evaluate clients' financial status Develop strategies to address changes in market conditions and/or trends to manage the organisation's credit risk exposure and appetite Direct recovery and collection activities and recommend actions for terminal accounts
			Review and rate counterparty risk applications	<ul style="list-style-type: none"> Develop policies for counterparty risk assessment and decision-making guidelines Conduct periodic quality reviews on counterparty risk assessments Define approval limits and revise letters of credit Identify and enforce credit rating triggers and break clauses in counterparty risk rating processes Set and enforce guidelines for the verification of financial and credit transactions

	Evaluate and decide on collection, termination and/or other outcomes for accounts reviewed			
	Guide staff on counterparty risk assessment policies and procedures			
	Monitor and report on credit risk portfolios	Direct mitigation actions for managing credit risks identified from early warning indicators		
		Conduct periodic reviews on early warning systems to ensure accuracy and adequacy		
		Determine strategies for monitoring credit risk problem accounts		
		Provide guidance in implementing organisational credit risk policies and processes		
		Develop strategies to improve the performance of loan portfolios based on past financial performance and previous credit risk management strategies		
		Ensure credit reporting requirements for stakeholders, clients and regulators are met		
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies (Top 5)	
	Business Environment Analysis	Level 5	Communication	Advanced
	Business Risk Assessment	Level 5	Interpersonal Skills	Advanced
	Credit Assessment	Level 5	Decision Making	Advanced
	Credit Risk Management	Level 5	Leadership	Advanced
	Data Analytics and Computational Modelling	Level 3	Resource Management	Advanced
	Data Collection and Analysis	Level 5		
	Data Storytelling and Visualisation	Level 4		
	Environment and Social Governance	Level 4		
	Ethical Culture	Level 5		
	People Performance Management	Level 5		
	Policy Implementation and Revision	Level 5		
	Risk Analytics	Level 5		
	Risk Appetite and Goals Setting	Level 5		
	Risk and Compliance Reporting	Level 5		
	Scenario Planning and Analysis	Level 5		
	Stakeholder Management	Level 5		
	Standard Operating Procedures Development	Level 5		
	Strategy Planning	Level 5		
	Technology Application	Level 4		
Programme Listing	For a list of Training Programmes available for the Financial Services sector, please visit: www.skillsfuture.sg/skills-framework/financial-services			

The information contained in this document serves as a guide.