

SKILLS FRAMEWORK FOR FINANCIAL SERVICES SKILLS MAP - CREDIT RISK MANAGER		
<b>Sector</b>	Financial Services	
<b>Track</b>	Risk, Compliance and Legal	
<b>Occupation</b>	Credit Risk Officer	
<b>Job Role</b>	<b>Credit Risk Manager</b>	
<b>Job Role Description</b>	<p>The Credit Risk Manager is responsible for driving the implementation and execution of credit risk management policies to ensure the financial health of the organisation. He/She monitors and reports on credit risks to maintain tolerances within the organisation's defined risk appetite. He leads the operational rating and review of credit applications and counterparty risks to enable accurate management of credit risks for the organisation. He works closely with various business stakeholders to ensure compliance to credit policies within the organisation and to address credit regulatory requirements.</p> <p>The Credit Risk Manager may be required to be contactable after office hours. He is quantitatively-oriented, able to use credit analytics tools, and is familiar with Basel frameworks. He is able to work in fast-paced and high-growth environments, and can manage details to drive projects to completion. He is skilled in communicating, influencing and working with different stakeholders to derive solutions to problems and accomplish tasks.</p>	
<b>Critical Work Functions and Key Tasks</b>	<b>Critical Work Functions</b>	<b>Key Tasks</b>
	Develop and maintain credit risk policies	Oversee and guide the implementation of credit risk policies
		Identify and articulate the impact of credit risk positions on the organisation's day-to-day operations
		Determine the feasibility of and implementation plans for credit risk mitigation strategies
		Address non-routine or escalated queries relating to credit risk policies and procedures
		Conduct regular reviews to ensure documentation on credit risk policies is updated
		Assess suitability of credit risk appetite, credit limits and target market allocation in line with the credit environment and industry
		Identify and assess environmental, social and governance factors which may be impacted by credit risk policies, in order to recommend responsible credit practices for daily operations
	Conduct credit risk assessment and management activities	Review findings of scenario analyses and/or modelling of various credit portfolio scenarios
		Conduct stress testing and scenario analysis to audit credit portfolios and credit risk policies
		Identify required credit risk management activities from credit modelling findings
		Conduct credit valuation adjustments on credit models
		Analyse reports of periodic checks, security monitoring, portfolio reviews and regular compliance checks
		Implement workout action plans according to pre-defined strategies
		Review and identify potential delinquent accounts based on credit default and/or missed payment indicators
	Manage credit portfolios within credit risk appetite and limits	Plan for target market credit allocation and credit risk portfolio management within pre-defined limits
		Suggest action plans for credit portfolio optimisation and positioning
		Conduct periodic reviews on credit protection approaches to identify improvements
		Review and approve for credit applications and/or propositions
		Review the accuracy of financial ratios for evaluating clients' financial status
Review market conditions and/or trends to make recommendations on the organisation's credit risk exposure and appetite		
Determine credit recovery plans and negotiations for payment and financing options		
Review and rate counterparty risk applications	Identify decision-making guidelines for the conduct of counterparty risk assessments in accordance with policies	
	Review preliminary counterparty risk assessment findings and make decisions based on pre-defined policies and guidelines	
	Approve letters of credit for loan transaction processing	
	Review credit rating triggers and break clauses for applications in accordance with credit risk policies	
	Review verifications of financial and credit transactions for accuracy	

	Review and identify individual or commercial accounts for collection and/or potential termination			
	Review reports and information from credit associations and other business representatives			
	Data Mining and Modelling	Implement and train employees on monitoring approaches for credit risk problem accounts		
		Identify and report credit risks based on early warning indicators		
		Monitor early warning systems for false positives and take action to improve accuracy		
		Review contracts, credit reports and loan transaction documents to ensure compliance with credit limits		
		Address queries and credit reporting requirements for stakeholders, clients and regulators		
		Perform benchmarking analysis between past financial records and current loan portfolio performance		
<b>Skills and Competencies</b>	<b>Technical Skills and Competencies</b>		<b>Generic Skills and Competencies (Top 5)</b>	
	Business Environment Analysis	Level 4	Decision Making	Intermediate
	Business Risk Assessment	Level 4	Communication	Intermediate
	Credit Assessment	Level 4	Problem Solving	Intermediate
	Credit Risk Management	Level 4	Leadership	Intermediate
	Data Analytics and Computational Modelling	Level 3	Sense Making	Intermediate
	Data Collection and Analysis	Level 4		
	Environment and Social Governance	Level 3		
	Ethical Culture	Level 4		
	People Performance Management	Level 4		
	Policy Implementation and Revision	Level 4		
	Risk Analytics	Level 4		
	Risk Appetite and Goals Setting	Level 4		
	Risk and Compliance Reporting	Level 4		
	Scenario Planning and Analysis	Level 4		
	Stakeholder Management	Level 4		
	Standard Operating Procedures Development	Level 4		
	Strategy Planning	Level 4		
	Technology Application	Level 3		
<b>Programme Listing</b>	For a list of Training Programmes available for the Financial Services sector, please visit: <a href="http://www.skillsfuture.sg/skills-framework/financial-services">www.skillsfuture.sg/skills-framework/financial-services</a>			

The information contained in this document serves as a guide.