



CHIEF RISK OFFICER

JOB & PERSON SPECIFICATION

MAY 2025



Chief Risk Officer

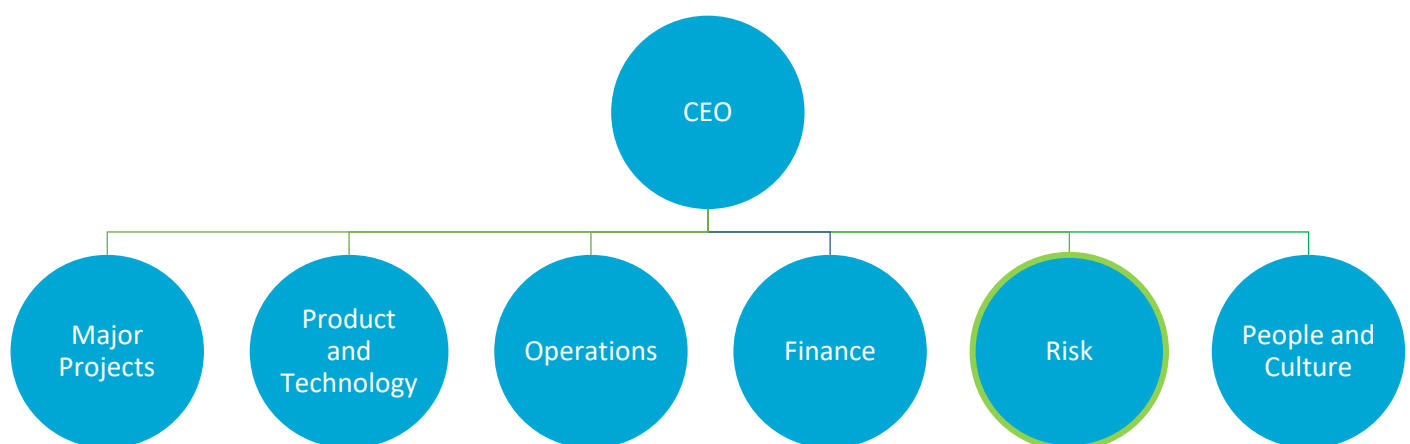
Your Purpose...

The Chief Risk Officer is a key member of HAMBS' Executive Leadership Team, responsible for shaping and supporting the organisation's strategic direction and long-term goals through effective risk and compliance leadership.

This role leads the Risk function and is accountable for embedding and enhancing HAMBS' risk culture and strategy. The successful candidate will champion a strong, proactive risk culture that supports operational excellence, business continuity, and informed decision-making, while upholding HAMBS' values.

As an Executive Leader, the Chief Risk Officer will promote enterprise-wide collaboration, continuous improvement, and a high-quality service experience for our customers. This role will also foster a culture of compliance, performance, and purpose, contributing to a fulfilling and values-aligned workplace.

How you fit into the bigger picture...



Your Key Responsibilities

Strategy

- Set and lead HAMBS' enterprise risk and compliance strategy in line with the organisation's purpose, long-term goals, and Board expectations.
- Drive the integration of risk and compliance into strategic and operational decision-making across the business.
- Establish and mature enterprise risk management frameworks that empower leaders to own and manage risks within their areas of accountability.
- Provide strategic advice to the Executive Leadership Team and Board on enterprise risk, regulatory compliance, cyber security, privacy, business continuity, legal obligations, and governance matters.
- Oversee the preparation of high-quality risk reporting and support robust discussions at the Board Audit and Risk Committee.
- Foster a culture of continuous improvement, innovation, and risk maturity across the organisation.
- Monitor emerging risks, regulatory developments, and industry trends to ensure HAMBS remains informed, compliant, and responsive.
- Support vendor partnerships and strategic initiatives with appropriate risk guidance and oversight.
- Champion an accountable and proactive risk culture throughout the organisation.
- Lead and develop a high-performing Risk team aligned with business priorities and outcomes.
- Build organisational risk capability through training, coaching, and meaningful engagement with stakeholders.
- Ensure regular communication with direct reports, driving clarity, alignment, and consistency in risk-related practices.

Risk and Governance

- Own and continuously improve HAMBS' Risk Management and Compliance Frameworks, ensuring they are contemporary, embedded, and aligned with industry best practice.
- Oversee comprehensive risk management activities including identification, assessment, mitigation, monitoring, and reporting – particularly of emerging and strategic project risks.
- Ensure compliance obligations are effectively identified, documented, assessed, and monitored, supporting a strong compliance culture.
- Provide the Board and Executive with assurance regarding the effectiveness of risk management and internal control systems.
- Oversee privacy, business continuity, cyber risk, and regulatory compliance to ensure alignment with relevant laws and standards.
- Lead the development, implementation, and adoption of risk-related policies and procedures.
- Manage internal and external assurance programs, including control testing activities.
- Ensure preparedness for critical incidents, including cyber events, data breaches, and business disruptions.
- Oversee remediation of control weaknesses and integrate lessons learned into ongoing risk management practices.
- Maintain oversight of the incident management framework, ensuring outcomes are captured and embedded into business improvements.

People Leadership and Culture

- Lead your team, allocating responsibilities and driving outcomes as required.
- Value and prioritise people leadership as a fundamental part of the role.
- Continue to strengthen and build a people leadership mindset, behaviour and capabilities to:
 - Build effective, efficient and sustainable collaborative teams.
 - Develop self and team to enhance individual contribution.
 - Inspire your team to foster a productive and collaborative culture.
 - Deliver on your vision and support your team to deliver on HAMBS objectives.
- Undertake talent management activity, including (but not limited to):
 - Everyday performance management.
 - Talent development, career conversations.

- Provide timely feedback and course correct development, performance or behaviour.
- Encourage a professional, customer-focused culture supported by HAMBS values.
- Champion teamwork, reuse and knowledge sharing across the HAMBS organisation.

Work Health & Safety

- Contributing to a safe, diverse and healthy work environment free from discrimination and harassment by working in accordance with legislative requirements, equal employment opportunity and HAMBS human resource policies, including work health safety and wellbeing requirements.

Promote HAMBS's Corporate Values and Culture

- All work to be undertaken with a high level of professionalism, at all times demonstrating by example HAMBS's corporate values in all interactions with both staff and customers.

Your Financial Operating Limits & Delegations

The Chief of Risk Officer is responsible for the submission of operational and capital expenditure items to be considered as part of the annual budget preparation process. Management of those items is the responsibility of this role. Authorisation of expenditure is subject to the HAMBS Delegations Policy.

Performance Measures

You are expected to meet the performance objectives as per the HAMBS Strategic Plan as well as your individual key performance indicators (KPIs), determined during the HAMBS Performance Development process. Some performance objectives will be linked to the financial success of the organisation as objectives set with the Board of Directors.

Leadership Measures

You are expected to demonstrate the required leadership behaviours as identified in the HAMBS Leadership Framework.

Professional Expertise

Qualifications

- Tertiary qualifications in business, commerce, law, or a related field (essential).
- Membership with a recognised Risk and Compliance body (desirable).

Experience

- Extensive senior leadership experience in enterprise risk, compliance, and governance within complex or regulated environments.
- Proven success in designing and implementing risk frameworks, compliance programs, and governance structures at an enterprise level.
- Strong experience advising Executives and Boards on risk, compliance, privacy, cyber security, and business continuity.
- Deep understanding of regulatory and legislative requirements relevant to risk and compliance (e.g. APRA, Privacy Act).
- Demonstrated experience in risk appetite setting, risk reporting, audit engagement, and controls assurance.
- Strategic mindset with the ability to align risk oversight with business priorities and future planning.
- High-level influencing skills with an ability to balance risk mitigation and business enablement.
- Track record of leading and developing high-performing teams.
- Strong ethical judgment, professional integrity, and discretion in handling sensitive matters.

- Exceptional communication and stakeholder engagement skills, including executive-level reporting.
- Commitment to continuous improvement, innovation, and professional learning.
- High emotional intelligence, with the ability to lead effectively under pressure or during complex scenarios.
- Proficiency in Microsoft Office and familiarity with risk and compliance tools or platforms.
- Experience in IT services, insurance, or health insurance sectors (desirable).

Special Condition

- Out of hours work as required.
- Interstate travel required.

SFIA Professional Skills Profile

	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Strategic Planning						●	
Risk Management						●	
Audit						●	
Sourcing						●	
Performance Management					●		
Overall Responsibility Profile						●	

HAMBS uses SFIA as their industry benchmarking standard. For further information, please visit the [SFIA website](#).



HOW TO APPLY

Applications including a cover letter and CV should be addressed to Justin Hinora. Please visit henderconsulting.com.au to apply.

For a confidential discussion, please call (08) 8100 8849.

Please Note

Your application will be automatically acknowledged by a return email.