

JOB DESCRIPTION TEMPLATE

Risk Manager

The owner of the operating risk program who sets methodology and appetite, drives assessment and monitoring, and leads the analysts who run it.

Department	Enterprise Risk Management / Risk & Compliance
Reports to	Director of Risk / Chief Risk Officer / Chief Financial Officer
Location	Remote / Hybrid / On-site
Employment type	Full-time
Experience	6 to 9+ years

POSITION OVERVIEW

The Risk Manager leads the operating enterprise risk program at the organization, setting methodology, maintaining the risk appetite framework, and driving assessment, monitoring, and reporting across the business. The role owns program execution and manages the analysts who support it.

The Risk Manager partners with business, technology, security, finance, and compliance leaders to identify significant risks, oversee mitigation, and give leadership a clear, credible view of the risk profile. As AI and automated systems enter operations, this role brings those risks into the same enterprise discipline.

This is a people-leading role for a seasoned risk professional who can pair analytical rigor with practical business judgment and clear executive communication.

KEY RESPONSIBILITIES

RISK PROGRAM OWNERSHIP

- Own the enterprise risk management framework and methodology.
- Maintain the risk assessment cycle and risk register.
- Set program priorities aligned to the business.
- Report the risk profile to leadership and committees.

RISK APPETITE AND STRATEGY

Define and operationalize how much risk the organization is willing to take:

- Maintain the risk appetite and tolerance framework.
- Align risk taking with strategy and objectives.
- Advise leaders on the risk implications of major decisions.
- Integrate AI and automated-system risk into enterprise risk.

ASSESSMENT AND MONITORING

- Oversee risk assessments across the enterprise.
- Maintain key risk indicators and thresholds.
- Monitor mitigation and escalate significant exposures.
- Strengthen the environment based on trends and events.

TEAM LEADERSHIP

Lead, coach, and develop risk analysts, set clear standards and priorities, and manage workload across assessment, monitoring, and reporting.

REPORTING AND GOVERNANCE

- Produce risk reports, heat maps, and dashboards for leadership.
- Support risk committees and governance forums.
- Maintain risk methodology and documentation.
- Ensure consistent risk data and quality across the program.

THIRD-PARTY AND EMERGING RISK

Oversee third-party and vendor risk, and lead assessment and monitoring of emerging risks including those from AI, automated decisions, and new technology.

RESILIENCE AND RESPONSE

Support business continuity, incident escalation, and response coordination so that significant risk events are identified, escalated, and addressed.

REQUIRED QUALIFICATIONS

- Bachelor's degree in Finance, Business, Economics, Information Systems, or a related field. Advanced degree a plus.
- 6 to 9+ years of risk management, audit, or related experience, including program or people leadership.
- Strong knowledge of frameworks such as ISO 31000 and COSO ERM.
- Experience owning risk assessment, appetite, and monitoring programs.
- Track record presenting risk to senior leadership and committees.
- Strong leadership, analytical, and communication skills.

PREFERRED CERTIFICATIONS

One or more of: FRM, PRM, CRISC, CRM, CISA, depending on the risk domain.

TECHNICAL KNOWLEDGE

Enterprise risk management, risk appetite and methodology, risk assessment and monitoring, key risk indicators, risk quantification and scenario analysis, third-party risk, resilience, risk reporting, GRC platforms, and AI and automated-system risk integration.

ESSENTIAL COMPETENCIES

People leadership, risk-based decision making, executive communication, stakeholder influence, sound business judgment, program management, and analytical rigor.

SUCCESS MEASURES: FIRST 12 MONTHS

- Refresh the enterprise risk assessment and program plan.
- Strengthen the risk appetite and tolerance framework.
- Implement or improve key risk indicators and monitoring.
- Stand up clear risk reporting and dashboards for leadership.
- Integrate AI and automated-system risk into enterprise risk.
- Reduce overdue or unmitigated high risks.
- Develop the risk team's skills and coverage.
- Improve the credibility and consistency of risk data.

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