



Charity
bank

January 2026

Compliance Officer

About Charity Bank

Charity Bank is the loans and savings bank for people who want to make the world a better place.

Our vision is for a society that fosters vibrant communities and a healthy planet, giving every individual the opportunity to thrive. Charity Bank is 'of the sector and for the sector', 100% owned by charities and social purpose investors and dedicated to supporting UK charities and social enterprises.

We use our savers' money to make much needed loans to enterprising organisations working to create lasting social change in communities across the UK. Since 2002, we have used the money saved with us to provide over £350 million of loan finance to a wide range of organisations across the arts, community, education, environment, faith, health, housing, regeneration, social care and sports sectors.

Our loans are used for a wide range of purposes, from providing accommodation for vulnerable refugees to action sports centres for young people looking for a safe place to skate to residential and respite care centres for those with profound disabilities.

Our co-workers are inspired by the organisations that we support and highly motivated to better equip these charities and social enterprises to help the disadvantaged, enrich lives and make our communities better places to live.



Charity Bank borrower,
Magpas Air Ambulance.



Charity Bank borrower,
Extern Homes.

Why work for us?

No matter what your role is at Charity Bank, you will be making an essential contribution to the positive social value creation that is the very reason for Charity Bank's existence.

For every loan that we make and the impact that this has on the organisations we lend to and the people that they serve, we can all say, "Wow, look what we helped to create!"

If your values align with Charity Bank's, the role matches what you are looking for, and our mission and work excites you – we invite you to apply to join us!

Equality, Diversity and Inclusion

At Charity Bank, we want our team to reflect the diverse communities, organisations, and people that we work with. We are committed to being an inclusive employer and great place to work and we strongly encourage applicants from diverse backgrounds to apply.

We have implemented policies to support this aim and are proud to offer flexible working practices and a caring culture. If you need any reasonable adjustments for any part of the recruitment process and/or working environment, please let us know, in confidence, so we can discuss these with you.



Values

Working in harmony

Mutual respect

Being the change

Role Profile

Job Title:	Compliance Officer - Quality Assurance & Regulatory Policy
Contract:	Fixed Term, Full Time (Maternity cover)
Department:	Risk and Compliance
Direct Reports:	Compliance Manager / MLRO
Start:	February/March 2026 for 6 months

We are seeking an experienced Compliance professional with strong Quality Assurance and regulatory policy expertise to join our Risk & Compliance function on a fixed-term basis. This role is central to ensuring the Bank maintains robust compliance standards across Compliance, Financial Crime, Data Protection (GDPR) and Operational Risk. You will play a key role in delivering high quality monitoring reviews, interpreting regulatory developments, and supporting the ongoing enhancement of our compliance and risk framework.

Compliance Monitoring & Quality Assurance:

- Deliver risk-based desk and thematic reviews in line with the annual Compliance Monitoring Plan.
- Conduct detailed QA assessments to ensure adherence to internal policies, regulatory expectations and risk appetite.
- Monitor clear, accurate documentation of all review work and findings.
- Review and dissemination regulatory publications / communications with the Regulators and their supervision teams.

Key Accountabilities:

- Monitor, interpret, and communicate regulatory developments, publications, and supervisory communications.
- Support regulatory horizon scanning and ensure relevant updates are shared with stakeholders.
- Assist in maintaining and enhancing internal compliance policies and procedures, and controls.

General

- Perform general administration duties, project work, and minute meetings as requested.
- Assist with the effective running of the Compliance function and represent the team across the organisation.
- Contribute to governance activities, including project work, administrative tasks, and minute-taking.

Key Contacts

- All staff/departments.

Other Requirements:

- There may be a need to work longer hours to meet deadlines when necessary.

Person Specification

- Proven banking experience in a Compliance monitoring, Quality Assurance, advisory, or audit role within a UK financial institution.
- Strong understanding of PRA/FCA rules, regulatory expectations, and compliance risk.
- Experience conducting compliance reviews, periodic assessments, and operational risk activities.
- Ability to work proactively with minimal supervision and handle detailed, technical information.

Skills & Competencies

- Excellent written and verbal communication skills, with the ability to produce clear, concise reports.
- Strong interpersonal skills and confidence engaging with stakeholders at all levels.
- High attention to detail and strong analytical capability.
- Proficiency in Excel and Word, and experience in IT systems and databases.

The **Four-Day Week**

Redefining Work-Life Balance

At Charity Bank, we prioritise the well-being of our team members alongside the pursuit of our social mission. The Charity Bank four-day week is an innovative initiative that sets us apart in fostering a thriving workplace culture.

Why the Charity Bank Four-Day Week?

Our belief is simple: a supported and motivated team delivers exceptional customer service and propels us toward our social goals. By offering all staff the opportunity to work four days a week with full-time pay, we prioritise a healthy work-life balance, boost morale, and enhance overall job satisfaction.

How it works:

Our four-day week consists of 32 hours, typically spread across four eight-hour days, allowing employees the flexibility to choose either a Friday or Monday as their day off.

Days off are protected and treated like weekends, ensuring uninterrupted personal time. The arrangement is flexible, adapting to part-time employees on a pro-rata basis.

Commitment to Productivity and Continuous Improvement:

The four-day week is not merely a benefit but a mutual commitment. In exchange for increased productivity, we challenge established ways of working, constantly seeking opportunities to improve processes and enhance efficiency across the team and organisation.

Key Features:

1. **Work-Life Balance:** Our four-day week promotes an improved work-life balance, granting more time for personal pursuits, family, and self-care.
2. **Full Pay:** Despite fewer hours, employees receive equal compensation, recognising and rewarding their commitment.
3. **Productivity Boost:** The strategic four-day week enhances productivity, with studies showing increased focus, creativity, and efficiency.
4. **Equality and Diversity:** Our four-day week and flexible working policy align with our goal of fostering an inclusive and positive employee experience. We actively promote equal opportunity, attract diverse talent, and support personal growth.
5. **Social Mission Support:** Prioritising team well-being empowers contributions to our social mission, creating a positive ripple effect for both employees and the communities we serve.

For more information and FAQs, visit www.charitybank.org. Join us in redefining the workplace and making a lasting impact.



Charity Bank
borrower, René
House CIC.

The benefits

In addition to salary Charity Bank offers a generous benefits package.

- **Annual Leave** – 160 hours per annum plus bank holidays, pro-rata in year of joining (and also for part-time), with the opportunity to increase to a maximum of 192 hours per annum (pro-rata)
- **Four Day Week** – supporting work-life balance
- **Free access to online 24/7 GP and Second Medical Opinion service**
- **Employee Assistance Programme** – Health/Work/Life concerns 24/365
- **Perkbox** – employee discounts and deals to help save money
- **Contributory Pension Scheme** – auto enrolment in place
- **Life Assurance** – 4 x salary paid to beneficiaries if death in service
- **Private Medical Cover**, subject to eligibility criteria
- **Enhanced absence payments** – including maternity, paternity, adoption, shared parental leave, and sickness, subject to eligibility criteria
- **Give as You Earn Scheme** – charity donations of up to £250 per annum are matched by Charity Bank
- **Additional Annual Leave Purchase Scheme** – up to 32 hours per annum (pro-rata) to a maximum of 224 hours per annum, (pro-rata)
- **Electric Vehicle Lease (Salary Exchange)** – Go green and save on Tax and NI. Subject to eligibility criteria.
- **Group Income Protection**
- **Car or Season Ticket Loan Scheme**
- **Cycle to Work and Cycle Loan Scheme**
- **Computer Loan Scheme**





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DIRECTOR: JUSTIN TAGG FPS 24

CAM. GREGOR RESOLUTION 1080P

DATE: Day

Registered Office:

The Charity Bank Limited, Fosse House,
182 High Street, Tonbridge, TN9 1BE.
Company registered in England and
Wales No. 4330018. Authorised by the
Prudential Regulation Authority and
regulated by the Financial Conduct
Authority and the Prudential Regulation
Authority. Financial Services Register
No. 207701. Member of the Financial
Services Compensation Scheme (FSCS).

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Charity Bank borrower, Leigh
Miners Rangers.