



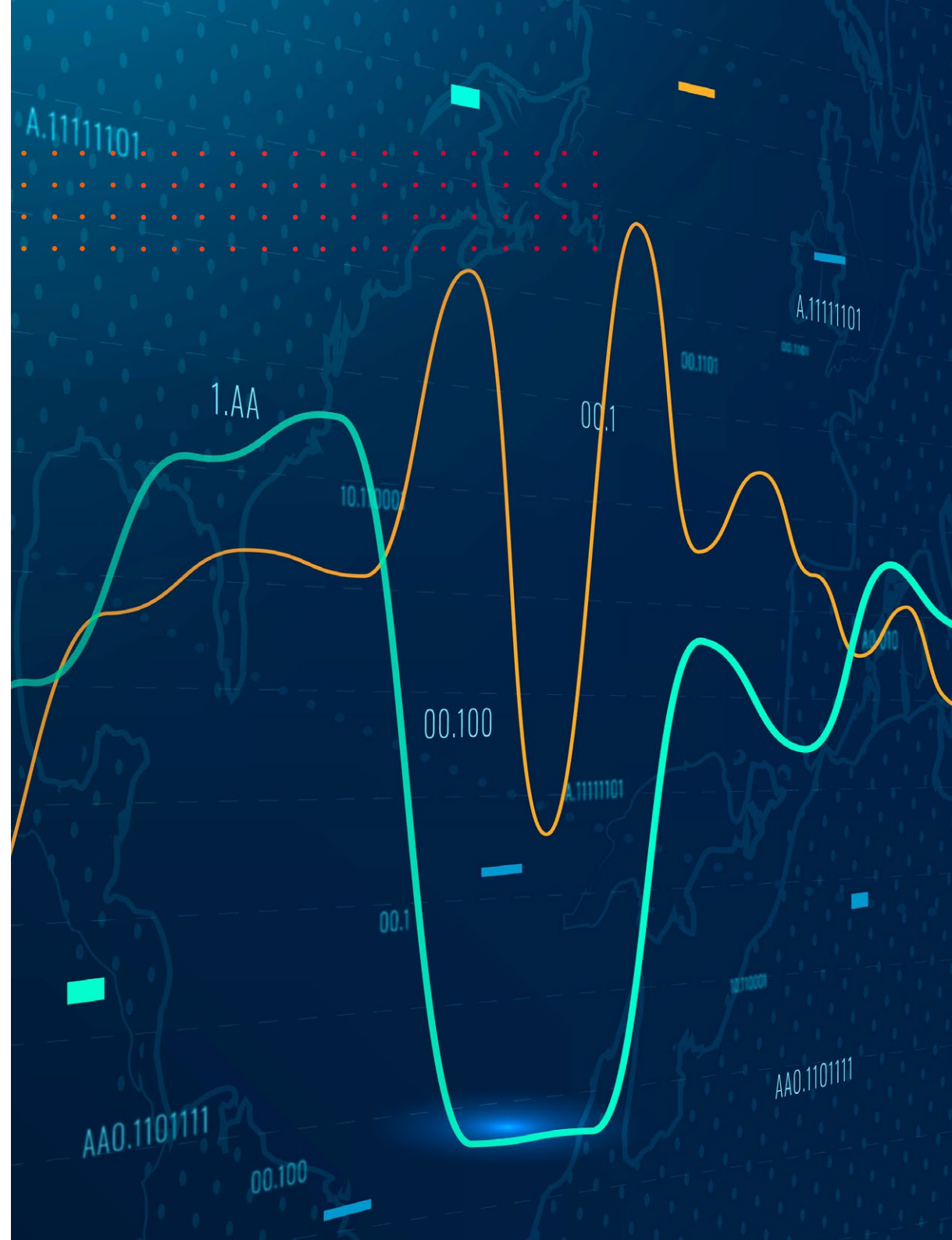
— **Director, Market Practice  
and Regulatory Policy Team**

The International Capital  
Market Association (ICMA)





- 03** About ICMA
- 04** What You'll Do
- 07** Recruitment Process



# About ICMA

ICMA promotes well-functioning cross-border capital markets, which are essential to fund sustainable economic growth. It is a not-for-profit membership association with offices in Zurich, London, Paris, Brussels, and Hong Kong, serving around 620 members in 70 jurisdictions globally.

Its members include private and public sector issuers, banks and securities dealers, asset and fund managers, insurance companies, law firms, capital market infrastructure providers and central banks.



# What You'll Do

## Role

Director, Market Practice and Regulatory Policy Team

## Location

Brussels (regular travel required as part of the role, mainly within Europe)

## Reporting to

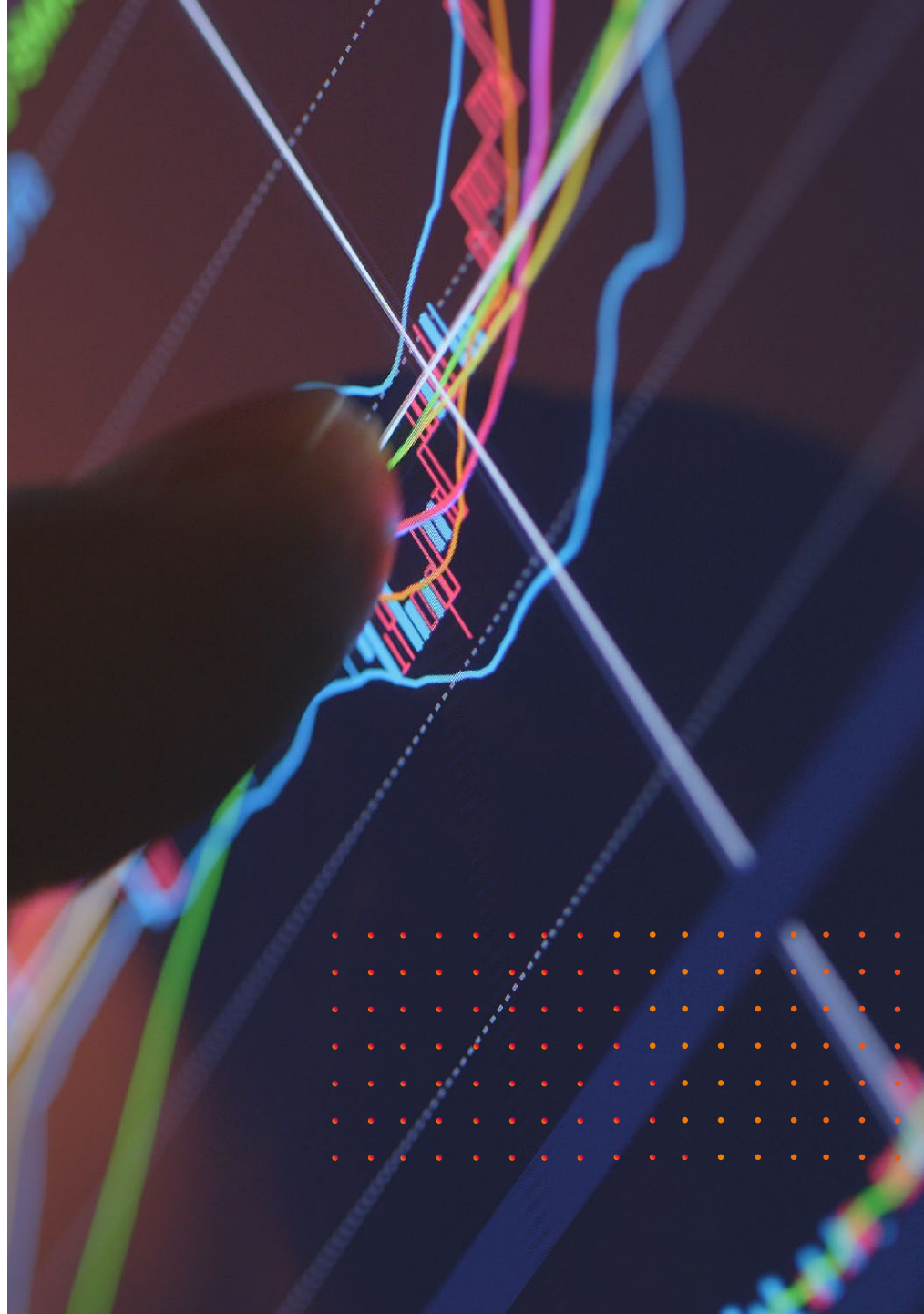
Managing Directors, Co-Heads of Market Practice & Regulatory Policy

## About the role

The successful candidate will be a key member of ICMA's Market Practice and Regulatory Policy (MPRP) team based in Brussels, reporting to the MPRP Co-heads.

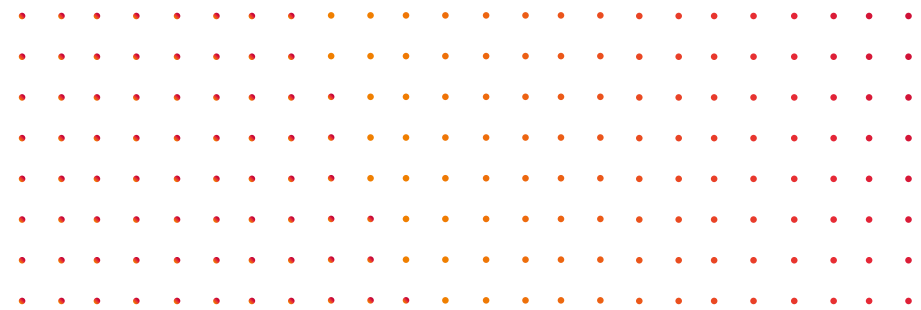
The MPRP team comprises three core 'vertical' pillars: Primary, Secondary, Repo & Collateral. In addition, the role requires working closely and cooperatively with ICMA's two key "horizontal" Teams of FinTech & Digitalisation (FTD) and Sustainable Finance (SF). These cross-cutting themes are becoming critical in market development and structural evolution and are ever more prominent in the focus and work of the three vertical pillars.

The role's responsibilities encompass driving effective regulatory advocacy, being the Brussels-based liaison for European policymakers, including the EC, EP, EU PermReps, ESAs, NCAs, Finance Ministries, and the main Europe-based international players working with and on behalf of ICMA's member firms, with the objective of supporting the development of an optimal regulatory design.



## Responsibilities of the role will include:

- Create and maintain an engagement plan for policymakers to develop and maintain senior relationships with national, European and international financial and regulatory authorities.
- Work closely with the Co-Heads, in particular the Head of Public Policy & Advocacy, to develop and execute ICMA's policy engagement strategy.
- Collaborate closely and continuously with the MPRP teams (i.e. primary, secondary, repo & collateral, as well as colleagues in sustainable finance and fintech and digitalisation) to support an ICMA-wide policy approach, align and optimise member interests, acting as the Brussels-based liaison.
- Capture policy developments in a forward-looking policy tracker, monitor and assess the impact of new international, European, or national guidelines, rules and regulations on ICMA's members and, where these are crosscutting in nature, develop ICMA-wide positions encapsulating all relevant elements.
- Act as principal liaison with ICMA's public policy consulting firm in Brussels to help drive the development of ICMA's overall advocacy priorities and deliverables.
- Take the lead as the Regulatory Policy Committee (RPC) Secretary in market practice and regulatory policy initiatives as they pertain to EU, UK and international policy developments relevant to ICMA members; prepare meetings and supporting materials; participate in discussions and calls; prepare minutes.
- Liaise proactively with ICMA RPC members between meetings, keeping them advised – on a timely basis – of relevant new developments; handling their queries; and coordinating with others in the MPRP team to understand how ICMA's market practice committees are responding to developments and what their advocacy priorities are.
- Draft short summaries of policy developments and specific regulatory files, establishing a compendium of key ICMA themes in the role of the RPC Secretary as the overarching committee.
- Play a key role in the bi-weekly ICMA-wide meetings, drive the agenda by using this forum as an opportunity to drive forward the RPC key deliverables.
- Contribute to ICMA's Quarterly Report and the ICMA website with thought leadership pieces.
- Represent ICMA at events roundtables, design and feature in podcasts and webinars with ICMA members in collaboration with the events department and the ICMA press department for external communications.
- Assist the membership department in meetings with existing and prospective members to market ICMA's services and assist ICMA members with deriving full benefits from their membership.
- Support the ICMA training team with regard to training materials related to the buy-side.
- Cooperate with other trade associations where required.



## About You:

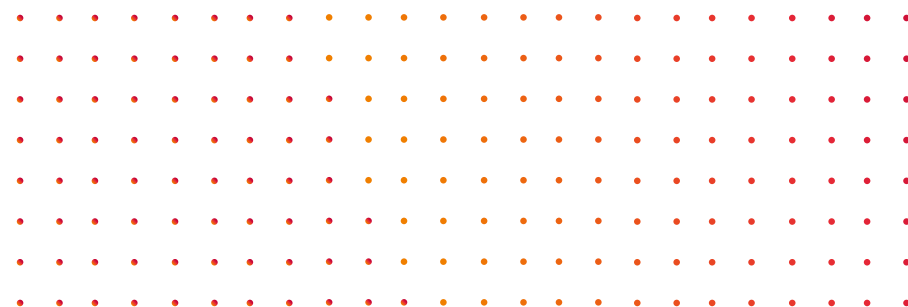
- Relevant professional work experience of at least 8 years, having worked in government or regulatory affairs or in a role that has involved exposure to European regulatory policy work or within financial services institutions, Trade Associations, Regulatory bodies, Finance Ministries (or similar);
- Deep knowledge of how international capital markets work and how they are regulated is essential; understanding of environmental, climate and social finance is a plus.
- Practical experience in financial services with an affinity to regulation and policy may also be an advantage, especially if in the area of International Debt Capital Markets.
- Research, analytical and advocacy skills and experience concerning policy developments.
- Excellent English written and verbal communication skills and an ability to communicate concisely and clearly to different audiences; excellent drafting skills to produce thought leadership pieces, including consultation paper responses, articles and podcast interviews with members.
- Fluency in at least one additional European language is essential and, ideally, international work experience.
- Collaborative working approach with strong interpersonal skills and the ability to work with senior professionals (within member firms) and colleagues as a member of the Market Practice and Regulatory Policy team.
- A university degree is required, and a master's degree is preferred, ideally in the area of international or EU policy, legal, finance or economics.
- You value inclusivity, being supportive and respectful of others.
- You are a self-starter and team player who operates with integrity, trust and professionalism

## Why join ICMA?

The successful candidate will work in an international environment, closely with ICMA members, building their skills and knowledge of the association and the industry. They will also have access to ICMA's numerous educational and training offerings, enabling them to augment and expand their skill set.

We are committed to having a fair, safe, accessible, and inclusive workplace where everyone feels that they belong, have a voice, and can thrive and succeed. All employment decisions are based on qualifications, experience, and business needs.

The full-time role will be at ICMA's Brussels office at Avenue des Arts 56, BE-1000 Brussels.



# Recruitment Process



If you wish to apply for this important position, please contact the Executive Search team at Dober Partners (contacts below), as soon as possible to qualify for interviews starting in early 2025.

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