



Implement Compliance  
Solutions & Resources

## Resourcing Services

ICSR is an advisory firm serving primarily the insurance sector which specialises in compliance, risk and corporate governance including company secretarial. We assist firms in developing, implementing, operating, reviewing and changing their control and operating frameworks and environments.

We offer these services flexibly through advisory, co-sourcing and outsourcing models and have a Talent Pool of experienced individuals available to support our clients' needs.

Due to client demand we have also developed a capability to provide resources when needed during times of increased activity such as re-organisations (e.g. Brexit or acquisition) or the introduction of new regulatory requirements (e.g. GDPR, IDD etc.) and when other staffing issues result in the need for additional support. Our approach is to provide hand-picked, experienced individuals who have worked in regulated firms.

Our Talent Pool is our first port of call for resources and details of the skills available are on our website. In support we also have a specialist recruitment team ready to help ensure that we can match our clients' needs in terms of skills and experience level.

Some of the typical activities covered by our resourcing services are shown on the reverse of this document.

Please contact one of us if you would like to discuss your requirements in complete confidence.



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ADVISORY | RESOURCING | TRAINING



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Typical activities covered include the following:

## Risk

- Framework development, embedding and review including risk policies, appetite statement development and thresholds
- Risk register development and review
- Control mapping and documentation, assessment and effectiveness review
- Scenario stress testing
- Reporting and development of management information
- Interaction with the PRA, FCA and Lloyd's

## Compliance

- Framework development, embedding and review including planning, manuals and compliance risk register
- Development and embedding of appropriate policies and processes covering financial crime, conflicts of interest, data protection, product governance and oversight, conduct risk, whistleblowing, SMCR, training and competence
- Advisory support on compliance with PRA, FCA and Lloyd's requirements such as perimeter guidance, ICOBs and Minimum Standards
- Management and oversight of monitoring activities
- Reviews and remediation
- Complaints management and oversight
- Reporting and development of management information
- Interaction with the PRA, FCA and Lloyd's including regulatory submissions, applications for changes in permissions and change in control

## Corporate Governance and Company Secretarial

- Board effectiveness and governance reviews
- Companies house filings and other register maintenance
- Annual report preparation and review
- Board and committee planning and meeting preparation
- Minute taking

