

## JOB DESCRIPTION

Job Title:	<b>Compliance Director</b>
Department:	Commercial
Primary job location:	Head Office – Central London
Reporting to:	SVP Commercial and Compliance
Direct reports:	3 direct reports at this time – potential to increase

### About VIRTUS

VIRTUS Data Centres is the UK’s fastest growing data centre provider which owns, designs, builds and operates the country’s most efficient and flexible data centres. Our mission is to consistently exceed the expectations of customers through innovative, high quality solutions and services. We employ intelligent thinkers – people with positive attitudes, who add to the quality of our customer proposition and business. We value individual endeavour and initiative, encourage teamwork and togetherness because collective experience and expertise is VIRTUS’ greatest strength.

### Job Summary

The Compliance Team sits within the Commercial Department and the Compliance Director will report into the SVP Commercial and Compliance.

The Compliance Team collaborates with internal business partners to design and implement policies, procedures, processes, and controls that support the business. The areas of compliance will include legal/statutory, professional duties, responsibilities and obligations relating to health and safety, professional standards and certifications e.g. ISO, ESG and sustainability management, Information security management and risk management.

The Compliance Director will lead the team to deliver and manage the full remit as described above. This is a people manager role to a team of subject matter experts so experience of managing and motivating teams to deliver goals is essential.

The role is a hybrid working approach based on VIRTUS’ working principles, meaning it will be a blend of remote working and in person meetings at VIRTUS’ head office and data centre locations as required to successfully deliver on all roll requirements.

As VIRTUS moves into EMEA you will be responsible for setting up and recruiting teams in each region so the role will require some travel to Europe.

### Duties and Responsibilities

- Accountable for the implementation and improvement of VIRTUS’ UK and EMEA compliance framework.
- Ensure that all the company’s compliance strategies, programmes, policies, and processes are in alignment with the company’s compliance framework.

- Lead and manage the Compliance Team to collectively deliver on the team's goals.
- Work closely with our parent company to build an aligned ESG strategy and be responsible for implementing in the UK and Europe.
- Provide practical advice and recommendations to support business stakeholders in achieving commercial outcomes in a compliant manner.
- Support senior stakeholders in driving the right culture and attitude towards compliance.
- Overall accountability for managing and co-ordinating internal and external compliance audits.
- Collaborate with all departments to conduct risk assessments, identify potential issues, provide remedies/solutions, monitor program controls, and develop management reporting.
- Ensure that all environmental permitting is being scheduled and conducted on time.
- Keep abreast of developments regulatory and compliance topics in each country where VIRTUS operates to ensure compliance policies and frameworks are kept up to date and are robust.
- Advise business stakeholders on potential compliance issues as and when they arise.
- Ensure that relevant compliance training and inductions are conducted so that employees are well-informed of the company's expectations and standards.
- Manage the compliance budget.

Any other reasonable requests made by your line manager.

### **Qualifications and Skills**

- A compliance or other risk-based certification or designation (i.e., CRCP, CCEP/CCEP-I, ICA or similar).
- Minimum of ten years relevant experience.
- Experience of working with a range of external stakeholders
- Strong working knowledge of relevant legislation in the UK and Europe.
- Experience in setting up effective compliance programmes in the UK and preferably in Europe.
- High level of integrity and excellent interpersonal, communication and stakeholder management skills

### **Remuneration package and benefits:**

- Competitive rate of pay.
- Private healthcare.
- Pension contribution scheme.
- Discretionary bonus.
- Cycle to work scheme
- Eye care benefit
- Annual travel card loan
- TechScheme

In line with the VIRTUS' Safeguarding Policy, the successful applicant must be willing to undergo a BS7858 screening process.

VIRTUS is an equal opportunity employer. As part of our commitment to fight for equality, we work to ensure a fair and consistent interview process. We celebrate diversity and we are committed to an inclusive work environment.

If you are interested in this role, please email your CV to [careers@virtusdcs.com](mailto:careers@virtusdcs.com).

We reserve the right to close this post for applications should sufficient applications be received.