

3 THINGS YOU MAY NOT KNOW ABOUT ME...

1. In college, I was a volunteer intern for the Secret Service during a presidential summit on education. I was assigned to the press detail and met a number of national news anchors.
2. I used to fill in on a Sunday morning radio talk show called "Mind Your Legal Matters."
3. I'm an avid skier. Growing up on the East Coast, my father owned a ski shop and I've been skiing since I was six years old.



CHRISTINE STEVENSON
Former Chief Compliance Officer - BP Trading, Americas



Should employers implement policies that require COVID-19 vaccination for their employees based on workplace health risks?

NO

44%

TOO EARLY TO SAY

24%

YES UNLESS 100% REMOTE

19%

YES

13%

Q&A

THE SECRET SAUCE OF COMPLIANCE

What is your secret sauce for compliance?

The brand of the compliance team/function with the business is essential for the success of the business, particularly in commodity trading and career satisfaction for the team. If you and the team are viewed as credible, independent and strategic the business will bring you into projects early, seek out your advice in advance of taking decisions, and the value of compliance will be recognized.

What is one thing you changed that made a big difference to the compliance culture at BP Trading?

My former company continued to build on, more so than change, the discussion of the importance of its values and behaviors. Looking at employee concerns in addition to data and investigation trends, we took the opportunity to engage with the workforce on these issues while reinforcing a commitment to the values. Before the pandemic we were holding small, in person listening sessions to hear concerns. The ability for employees to be heard and discuss the trends and potential improvements with management made a positive difference.

How did your team adapt to the change in working arrangements in 2020?

The team did an outstanding job adapting to moving an entire trading organization to a remote working scenario. Trading compliance is heavily dependent on monitoring and surveillance systems. How those systems would hold up with everyone working from home had not been previously tested. This is the type of situation where good relationships with other support teams is vitally important and the ability to work with an IT team to quickly address system issues is key to maintaining the remote compliance program.

Additionally, adjusting how to remotely supervise activity outside of the surveillance systems requires a strong partnership with the business in order to have confidence in these remote ways of working. These are stressful times. Taking care of each other was also a focus. Finding ways to check in, reach out and support mental wellbeing while working remotely was and will continue to be a very important aspect of how strong teams work together.

Why did the Compliance Officer cross the road?

To get a different perspective (and to get a few minutes to herself!)

Interview by Steve Harrison, Partner at Conselium Compliance Search
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What is one key challenge you think will be prominent for compliance professionals in 2021?

Compliance in the post-COVID workplace. COVID definitely challenged and changed our ideas about how people need to work. I do not think everyone who was working in an office prior to the pandemic will be going back to that workplace. Some may come back only part-time and others not at all. Developing and embedding a compliance culture in a more fluid and mobile workforce will bring a new set of challenges for compliance professionals.

What would you say to someone considering a career in compliance?

I'd encourage them to take the opportunity! Personally, it was the most rewarding role change in my career. I learned about the business at a deeper operational level and actively participated in strategic decision making at the leadership level. Because compliance touches all aspects of a business it is a great opportunity to influence positive change and create value for the company.

JD or not JD, that is the question

I worked as a lawyer in a number of different capacities before moving into compliance. However, the team was comprised of former traders and finance, compliance, and risk professionals, in addition to a handful of lawyers. I believe it is essential to have a diverse set of skills and experiences looking at compliance risks, policies, training, advice and surveillance to provide the best support to the business.

What in compliance keeps you awake at night?

Thankfully, I'm a pretty sound sleeper. However, if there is one thing that can wake me from my sleep it is unpredictability. As compliance professionals we are constantly striving to anticipate which risks the businesses we support will face next so that we can put in place mitigants. 2020 made being slightly ahead of the curve very difficult.

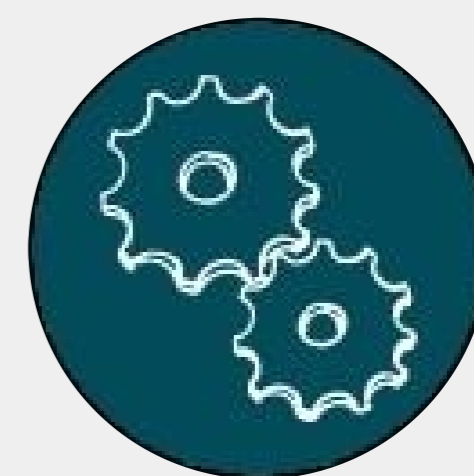
PEOPLE ARE TALKING



"I would highly recommend Steve and Conselium. We recruited a top class Chief Compliance Officer."
- CEO, Healthcare



"Working with Steve at Conselium was great! We were able to fill the compliance roles we had open very quickly!"
- General Counsel, Logistics



"I have worked with Conselium several times over several years and they have never failed to deliver."
- Chief Compliance Officer - Manufacturing

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