



## Business Analyst - KYC Expert

Location: **Brussels**

**Are you ready to take your career to the next level?**

**Do you thrive in environments that challenge and inspire you?**

**Would you like to grow within a team that values both excellence and enjoyment at work?**

Taleo Consulting is an international management consulting group with offices in **France, Luxembourg, Belgium, The Netherlands, Switzerland, Spain, Singapore, Portugal, and Italy.**

We've grown into a team of **450+ talented professionals** across **10 offices worldwide**, partnering with leading organizations in **Financial, Life Sciences, Retail, and Energy** - Sectors, to drive transformation and deliver lasting impact.

At Taleo, you'll find more than just a job. You'll join a community of ambitious consultants who share a passion for growth, innovation, and teamwork. Together, we create an environment where you can develop your skills, take on new challenges, and truly make a difference.

### What Will You Do?

At Taleo Consulting, we believe that **our growth starts with our people**. When our consultants thrive, so do our clients.

Motivated, curious, and passionate professionals make a real impact, not only on their own careers but also on the success of the organizations they support.

We're looking for individuals who **embody our values** and help us foster strong, trust-based relationships with both our **clients** and our **teams across the globe**.

Our success is built on the **talent, collaboration, and commitment** of our people and we're now looking for **Business Analyst** to join our journey.

### Mission Context

The mission consists of **leading the end-to-end implementation of KYC regulatory and policy changes** within a banking environment, ensuring compliance with **EU/local regulations, AML/CTF requirements, and internal group policies**.



The role focuses on **analyzing regulatory requirements, optimizing KYC processes, and translating business needs into actionable IT and operational solutions**, while ensuring full traceability from regulation to implementation.

Beyond business analysis, the objective is to **strengthen KYC governance, improve regulatory compliance processes, and enhance collaboration between Business, Compliance, Legal, Risk, and IT teams**.

The goal is to enable the organization to **deliver compliant, scalable, and efficient KYC solutions**, while maintaining strong operational control and alignment with evolving regulatory expectations.

## **Key Responsibilities**

### **KYC Regulatory Analysis and Implementation**

- Lead the **end-to-end analysis and implementation of KYC regulatory changes**
- Ensure compliance with **EU/local regulations (AML/CTF), audit requirements, and internal policies**
- Interpret **regulatory texts and policy updates** and translate them into actionable business and technical requirements
- Ensure full **traceability from regulatory source to implementation**

### **Requirements Management and Process Design**

- Define and prioritize **KYC-specific requirements and use cases**
- Design and optimize **KYC business processes** including:
  - Customer onboarding
  - Customer due diligence (CDD)
  - UBO identification
  - Sanctions screening
  - Ongoing monitoring
  - Ensure scalability of processes across **branches, mid-offices, and brands**

### **Collaboration with Business and IT Stakeholders**

- Collaborate with **Product Owners, Architects, IT teams, Compliance, Legal, and Risk stakeholders**
- Translate regulatory requirements into **technical specifications, controls, and metrics**
- Act as the **KYC Subject Matter Expert (SME)** for internal teams and external vendors
- Bridge the gap between **business expectations and IT implementation**

### **Impact Analysis and Quality Assurance**

- Conduct **impact analyses** related to regulatory and policy changes
- Lead **quality reviews of designs, prototypes, and test plans**



- Ensure KYC systems and processes meet **regulatory and business requirements**
- Support **testing activities and compliance validation**

#### **Project and Workstream Management**

- Manage the **Business Analysis workstream autonomously**
- Oversee **planning, risk mitigation, prioritization, and progress reporting**
- Support delivery in a **scaled Agile environment (Squads / Tribes / Chapters)**
- Ensure alignment with **regulatory deadlines and project objectives**

#### **Coaching and Knowledge Sharing**

- Mentor and support **junior Business Analysts** on KYC regulatory analysis and requirements engineering
- Contribute to **knowledge sharing and continuous improvement of KYC practices**

#### **Required Expertise – Senior Business Analyst (KYC / Regulatory)**

- **KYC regulatory analysis and implementation** (Expert, current experience)
- **Business analysis within regulatory environments** (Expert, current experience)
- **Requirements management and process optimization** (Advanced, current experience)
- **Stakeholder management across Business, Compliance, and IT** (Advanced, current experience)
- **KYC systems and operational workflows** (Advanced, current experience)
- **Agile delivery environments** (Advanced, current experience)

#### **Required Knowledge & Experience**

##### **Experience**

- At least **8+ years of experience as a Business Analyst in regulatory environments**
- Proven expertise in **KYC project implementation within banking**
- Strong experience with **regulatory change implementation and compliance initiatives**

##### **Technical Expertise**

##### **Mandatory**

- Strong ability to **document and visualize KYC processes** using standard modeling techniques
- Experience with **requirements management tools** (JIRA, Confluence)
- Proficiency with **MS Office tools** (Excel, PowerPoint, Visio)
- Familiarity with **KYC systems and tools** (screening, transaction monitoring, case management)
- Experience in **testing KYC processes and validating compliance requirements**
- Ability to **analyze regulatory texts and translate them into business requirements**



## Business Knowledge

### Mandatory

- Deep understanding of **KYC workflows and banking compliance processes**
- Experience implementing **regulatory changes, policy updates, and system enhancements**
- Strong affinity with **IT concepts and collaboration with technical teams**
- Experience in **scaled Agile environments** (Squad / Tribe / Chapter structures)
- Ability to **bridge business and IT needs effectively**

### Preferred

- Previous experience within a **large banking environment**

## Education

- **Master's degree** or equivalent experience

## Languages

- **English – Strong professional proficiency**
- **Dutch and/or French – Strong written and spoken proficiency**

## Soft Skills

- **Strong analytical and conceptual thinking**
- Ability to **interpret complex regulations and translate them into practical solutions**
- **Excellent stakeholder management and negotiation skills**
- **Structured and methodical approach** with strong traceability focus
- Ability to **work autonomously and manage regulatory deadlines**
- **Problem-solving and solution-oriented mindset**
- High level of **attention to detail and quality orientation**
- **Adaptability and resilience** in evolving regulatory environments
- Strong **communication skills for both technical and non-technical audiences**

## Why should you join us?

By joining Taleo, you'll become part of a **talented, international, and dynamic team**. You'll benefit from **real career growth opportunities**, continuous learning, and the chance to build **long-lasting relationships** across borders and industries.

If you recognize yourself in this description and are ready to grow with a company that values ambition, collaboration, and excellence, let's connect.



Share your CV and take the next step in your journey with Taleo

