

FINANCIAL INDUSTRY CERTIFIED PROFESSIONALS

Recognising Individuals who Embody Professional
Achievements and Commitment to Excellence



Inspire. Aspire.

The FICS was launched in September 2005 to deepen the talent pool and attract first rate financial professionals to Singapore. Built on the tenets that a vibrant and dynamic financial centre depends on a vibrant and dynamic talent pool, the FICS provides an overarching framework that benchmarks the competency level of our financial services workforce against international standards. The FICS framework was developed with the input of hundreds of industry leaders and leading practitioners from almost one hundred financial institutions, as well as industry associations and training providers. It marks a significant collaboration among the industry, training providers and the Government to produce a breed of high-calibre financial services professionals who can manage the increasingly complex and sophisticated demands of the industry.

FINANCIAL
INDUSTRY
COMPETENCY
STANDARDS
(FICS)



**FINANCIAL
INDUSTRY
CERTIFIED
PROFESSIONAL
(FICP)**

The Financial Industry Certified Professional (FICP) title is the highest certification mark for a financial practitioner in Singapore under the FICS framework. Each of the distinguished individuals cited below are exemplary FICPs. They embody professional competence and commitment to excellence, and serve as a beacon of excellence for our financial services industry. They were assessed on their ability to apply critical knowledge and skills to handle various situations and challenges typically faced by senior executives with significant bottom-line and strategic responsibilities. The three-dimensional assessment criteria cover the specialist knowledge, skills and attributes required in decision making, risk management and tactical and strategic management in the chosen 'job family' of certification.

FICPs will be recognised by the industry to have:

- achieved internationally-benchmarked competency standards of the chosen financial services 'job family';
- demonstrated the ability to apply expert levels of knowledge and skills on the job in accordance with industry best practices; and
- agreed to act as role models for other industry practitioners and aspirants and support the professional development efforts of the FICS framework.

COMPLIANCE - Wealth Management

Mrs Yvette Cheak is Regional Head of Ethics and Compliance for SE Asia & India at BNP Paribas. She joined BNP Paribas in October 2000. Mrs Cheak began her career with the Monetary Authority of Singapore and thereafter joined the private sector. Her private sector experience was largely in retail and consumer banking, credit risk management and finance companies. Mrs Cheak is currently the chair of the ABS Standing Committee on Self-Governance & Compliance and also a member of the Steering Committee of the Financial Industry Competency Standards which is sponsored by MAS, IBF and WDA.

Mrs Cheak served in the working committees of the Association of Banks in Singapore and the Finance Houses Association of Singapore, in various capacities. She was the Chairperson of the Research & Development Sub-Committee and the Education Sub Committee of the Finance Houses Association of Singapore. Some of the major achievements of the committees were the introduction of the Code of Conduct, GST Handbook, Money Laundering Guidelines and the Consumer Lending Handbook.

Mrs Cheak holds a Bachelor of Business Administration from the University of Singapore, a Diploma in Insurance (Life) from the Insurance Academy and a Certificate in Insurance (Life and General) from the Insurance Academy.



MRS
**YVETTE
CHEAK-YAT
YING**

*Regional Head of Ethics and
Compliance for SE Asia & India
BNP Paribas*



MR

CHRIS HURD

*Managing Director
Head of Corporate &
Investment Banking*

*The Hongkong and Shanghai
Banking Corporation Limited*

**CORPORATE BANKING - Relationship Management
(Wholesale Corporate Banking)**

Mr Chris Hurd joined the Midland Bank International Division Graduate Training Scheme in late 1978, having graduated from Emmanuel College, Cambridge, with a degree in Modern & Medieval Languages. After completing the programme, he held several junior management appointments throughout the 1980s ending with a secondment to the Bank's New York office. At the time of the takeover by HSBC in 1992, Mr Hurd was a Relationship Manager in the Oil and Energy Division of the Bank and has remained in corporate banking ever since. His last job before relocating to Singapore was MD and Head of Consumer Brands, Europe managing an extensive portfolio largely made of the top names from the branded fast moving consumer goods, leisure and service sectors. In April 2006, he moved to Singapore as Head of Corporate and Investment Banking where he is responsible for Corporate Banking, Investment Banking, Project Finance and various ancillary business lines. This is one of HSBC's largest Asian businesses outside of Hong Kong.

Mr Hurd's professional training includes Associateship of the Chartered Institute of Bankers in the UK, the Senior Management Programme at Manchester Business School (1993) and the General Management Programme, INSEAD France (1997-98). He received UK Financial Services Authority accreditation in 2006.

FINANCIAL MARKETS - Debt Origination and Syndication

Mr George Lee was appointed Executive Vice President in August 2005. Previously Head of Corporate and Institutional Banking and Head of Capital Markets, he currently oversees the Group's Investment Banking Division, which comprises the debt capital markets, corporate finance, merger and acquisition and mezzanine investment businesses. Mr Lee has more than 25 years of banking experience and has held senior level positions in Credit Suisse First Boston, Credit Suisse Singapore and Security Pacific National Bank.

Mr Lee holds a Bachelor of Business Administration with Honours from the University of Singapore and is a Chartered Financial Analyst.



MR
**GEORGE
LEE LAP WAH**

*Executive Vice President
Group Investment Banking
Oversea-Chinese Banking
Corporation Limited*





MR
**DAVID
WONG S. H.**

*Managing Director & Chief
Executive, SEA*

*ABN AMRO Bank N.V.,
Singapore*

FINANCIAL MARKETS - Trading

Mr David Wong is Managing Director and Chief Executive of ABN AMRO Bank N.V., for South East Asia. He is responsible for the Bank's overall operations which include consumer and commercial banking, investment banking, global markets, asset management and private banking activities. He joined the bank in 1995.

His career with financial institutions spans over 25 years in Singapore, New York, Hong Kong and Tokyo. He is currently an Alternate Chairman of the Singapore Foreign Exchange Market Committee, MAS; Vice Chairman of the FICS Committee, IBF; Board Member of Energy Market Authority, Ministry of Trade & Industry; and Vice Chairman of China Galaxy Futures Ltd, Beijing.

Mr Wong possesses a degree in Business Administration from the University of Singapore and a Master of Science degree in Investment Management from the HK University of Science and Technology, Hong Kong.



FUND MANAGEMENT - Product Development

Mr Lester Gray is presently Chief Executive Officer - Asia Pacific for Schroders. He started work with Schroders in 1987 and was appointed a Director of Schroders Investment Banking subsidiary in 1993. In 1997 he was seconded to New York for three years as CIO of the New York Investment Banking subsidiary of Schroders.

Mr Gray returned to London in April 2000 as Chief Operations Officer for the Schroder Group. In 2004 he relocated to Singapore to take up his current position. Schroders business in Asia employs more than 600 staff located in eight countries and manages approximately USD50 billion of assets on behalf of Asian clients. In addition to his executive role, Mr Gray is presently Chairman of the Investment Management Association of Singapore.



MR
**LESTER
GRAY**

*Chief Executive Officer,
Asia Pacific*

*Schroder Investment
Management (Singapore) Ltd*



DR
**MICHAEL
GOODWIN**

*Chief Executive Officer -
Asia Pacific*

*QBE Insurance
(International) Limited*

GENERAL INSURANCE - Underwriting

Dr Michael Goodwin was appointed Deputy General Manager of the Australian joint venture between QBE and Mercantile Mutual in 1999 at its formation and oversaw the innovative development of technology and customer service initiatives to support the broker market. In 2004, he was appointed Principal Officer of QBE in Singapore and, Regional General Manager for QBE in Asia in 2005. In 2006, he was promoted to Chief Operating Officer for QBE in Asia Pacific. His responsibilities were further expanded in 2007 to the position of Chief Executive Officer, Asia Pacific.

Under his current leadership, with the implementation of appropriate corporate governance and risk management procedures, Dr Goodwin oversees the region's business operations with a focus on QBE's strategic profitable growth development and presence in the Asia Pacific markets.

Dr Goodwin has been the Vice-President and Management Committee Member of GIA since 2006. He is also currently a member of the Workmen's and Others Committee. He has headed two workgroups, namely, Study on Earthquake in 2005 and Workgroup on Strategic Review of the GIA in 2006.

Prior to joining the insurance industry, he worked as a Veterinary Surgeon for 10 years in small animal practice as well as the thoroughbred racing industry. He then gained his actuarial qualifications and took on a position with Mercantile Mutual with responsibility for capital management, pricing, reserving and reinsurance strategies.

LIFE INSURANCE - Underwriting

Mr Tan Hak Leh is Managing Director and the Principal Officer of Great Eastern Life (Singapore). He is responsible for driving and growing the insurance business (including life, group and general insurance) for both Great Eastern Life and Overseas Assurance Corporation in Singapore. As the Principal Officer (Singapore), he is responsible for the professional conduct of the insurance business of these two companies, and of ensuring compliance with the insurance law and regulations.

Mr Tan is a qualified actuary and has worked in various financial institutions within the insurance industry. His last post before joining Great Eastern in July 2005 was with the Monetary Authority of Singapore as a Director in the Insurance Supervision Department. Prior to this, he was an Appointed Actuary and Head of individual Life Business in the Insurance Corporation of Singapore.

Mr Tan graduated with a “First Class Honours degree in Actuarial Mathematics and Statistics” from the Heriot-Watt University in the United Kingdom in 1991. He is a Fellow of the Institute of Actuaries, United Kingdom.



MR

TAN HAK LEH

Managing Director (Singapore)

Great Eastern Holdings





MRS
CHNG SOK HUI

*Managing Director and Head
Group Risk Management
DBS Bank*

RISK MANAGEMENT - Market Risk Management

Mrs Chng Sok Hui is the Managing Director and Head of Group Risk Management at DBS Group. She is responsible for DBS' enterprise wide risk management covering credit, market and operational risk, and serves as the Basel II lead in the DBS Group Basel II Steering Committee. She is a member of the DBS Group Management Committee, and is also the Chairperson of the Group's Credit Risk Policy Committee, the Market Risk Management Committee, and the Operational Risk Management Committee. She serves on several industry and professional groups including the Risk Management Committee of the Association of Banks in Singapore, and the International Financial Risk Institute. Mrs Chng is a Board member of the Bank of the Philippine Islands.

Mrs Chng is a CFA charterholder, as well as a Certified Financial Risk Manager. She speaks regularly on risk management at industry conferences and seminars. Mrs Chng received AsiaRisk's Risk Manager of the Year Award in 2002.

**RISK MANAGEMENT - Credit Risk Management
(Corporate Banking)**

Mr Bob Mainprize is Managing Director and Head of Risk at Barclays Capital, the investment banking division of Barclays PLC. This position covers credit exposure for the Barclays Group on all Asian names, and trading risk incurred in the Asia-Pacific sites. He is based in Singapore and is a member of the Asia-Pacific Management Committee.

Mr Mainprize has worked for the Barclays Group for over 20 years, in London, Japan and Singapore. Prior to the current assignment he was Managing Director, Global Head of Financial Institution and Sovereign Risk in London, and before that he was Managing Director, Regional Treasurer for Asia-Pacific again based in Singapore.



MR

**BOB
MAINPRIZE**

*Managing Director,
Head of Risk Asia-Pacific
Barclays Capital*



MR

LOH HOON SUN

Managing Director

Phillip Securities Pte Ltd

SECURITIES & FUTURES - Stockbroking

Mr Loh Hoon Sun has been Managing Director of Phillip Securities Pte Ltd since 1990 and is a Director of a number of companies. He graduated with a first class honours degree in Economics from the University of Queensland, Australia. He is a Certified Public Accountant and has served as President of CPA Australia, Singapore Division. He is also a Council Member of the Institute of Certified Public Accountants of Singapore.

Mr Loh has had diverse work experience in various industries including plantation, logging, mining, petroleum and finance. Previously, he was Executive Vice-President and Head of Overseas Union Bank's Treasury and Investment Banking and Chairman of OUB Investment Management Ltd. He has also served as Chairman of the Gold Exchange of Singapore, Board Member of SIMEX and the Stock Exchange of Singapore and Member of the Securities Industry Council.

He is currently a Member of the GST Board of Review.

**WEALTH MANAGEMENT - Relationship Management
(High Net Worth)**

Mr Tee Fong Seng is the location Head of Wealth Management International and is responsible for all the UBS Wealth Management businesses in Singapore. In this role, Mr Tee is the representative and spokesperson for UBS, and is responsible for key business priorities in the areas of talent management and development, risk management, and driving cross-business integration across the firm. In addition, he has a primary role in developing the Wealth Management business in Singapore, Malaysia, Indonesia and the Australia international markets.

Mr Tee brings with him over 28 years of global banking experience and has undertaken a wide spectrum of banking responsibilities. Prior to his current role at UBS Wealth Management, he was regional head for the Corporate Advisory Group of Swiss Bank Corporation and head of Key Account Management (KAM) where he spent more than three years managing a sizeable team of bankers.

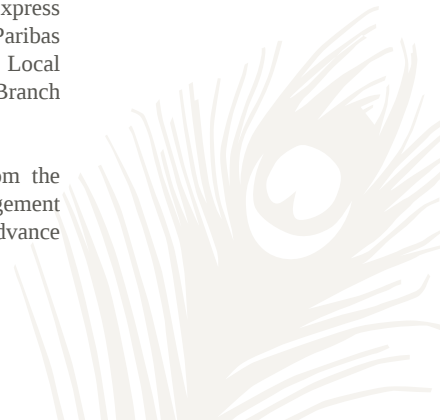
Mr Tee started his career in 1978 as a Foreign Exchange and Money Dealer with Banker's Trust. He then joined American Express Bank as a Credit Officer. In 1981, Mr Tee joined Group Paribas where he stayed for 13 years in various functions including Local Representative, Treasury and Capital Market, Deputy Branch Manager and Executive Director in Private Banking.

Mr Tee holds a Bachelor of Business Administration from the National University of Singapore. He is a Chartered Management Accountant (ACMA, London) and had completed the Advance Executive Program with Kellogg University, Chicago.



MR
TEE FONG SENG

*Managing Director
Head of Wealth Management
International, Singapore
UBS Wealth Management*





ASSESSMENT MODEL

The FICS certification is a formal recognition of the competence of financial practitioners. The certification assessment model for this inaugural group of FICPs involved a process of competency-based interview where individuals provided real-life examples of past projects and assignments to illustrate their competency and experience against each of the assessment criteria in the FICS standards. These examples were documented by IBF and further reviewed by the respective Lead Providers to assess the validity and relevance of the examples given. Specific sets of questions were then developed by the Lead Providers to further verify and supplement the documented examples before an assessment report was prepared for each candidate. The final assessment outcomes were confirmed by a panel of assessors comprising senior practitioners and members of the academia in the respective industry segment.

LEAD PROVIDERS

Financial Training Institute @ SMU
International Compliance Association
Risk Management Institute, NUS
Singapore College of Insurance Ltd
Wealth Management Institute Pte Ltd

ACKNOWLEDGEMENT

We would like to acknowledge our Lead Providers and the assessment panel they have consulted in the assessment process.

COMPLIANCE

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International Compliance Association

Mr Andrew Glover FICA
Global Head of Education & Training
International Compliance Association

Mr Pekka Dare FICA
Course Director, Financial Crime
International Compliance Association

CORPORATE BANKING

Mr Chiang See Poh
Executive Vice Chairman
BarterXchange (S) Pte Ltd

FINANCIAL MARKETS

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Managing Director
JL Capital Pte Ltd

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Director
Fixed Income Capital Markets,
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SECURITIES & FUTURES

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WEALTH MANAGEMENT

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CEO of Private Banking
Asia Pacific
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