

Job Description

Job title	Risk Business Partner
Profession	Legal, Governance & Risk
Band	D
Directorate	GGC (Group General Counsel)
Accountable to	Head of Risk

Job Purpose:

This is a high-impact role that plays a pivotal part in safeguarding SNG’s resilience, reputation and long-term sustainability. The Risk Business Partner leads the strategic oversight and challenge of risk across a broad business portfolio, ensuring that material risks to strategy, operations, customer outcomes and regulatory compliance are proactively identified, assessed and effectively managed.

Operating as a trusted advisor to senior leaders and the executive team, the role provides independent second-line assurance, delivering robust insight, foresight and evidence-based challenge to influence decision making at the highest levels. The postholder shapes risk thinking across the organisation, enabling confident, informed risk-taking within appetite and strengthening enterprise-wide risk maturity and culture.

The role is instrumental in forming and articulating independent risk opinions on major investments, transformation programmes, emerging risks and complex issues, while partnering with senior stakeholders to improve risk ownership, control effectiveness and decision quality. It also plays a leadership role in evolving the risk management framework, embedding best practice and aligning risk strategy with organisational priorities.

Financial responsibility: No financial responsibility

People responsibility: No direct or indirect reports

Autonomy:

Within broad direction set by the Head of Risk, and operating within the risk management framework, this role will have a certain degree of autonomy in shaping how to operate with, and provide support to, assigned stakeholders. The role will work with stakeholders in a way that meets their needs and creates a strong relationship between the core risk function and the business risk and control owners.

Key Accountabilities:

Strategic Stakeholder Management

- Act as the primary second-line risk lead for designated business areas, building strong, trusted relationships with EB and senior leadership teams.
- Build and maintain strong relationships with internal stakeholders to embed a risk-aware culture, ensuring risk is considered in strategic planning, investment and change decisions, and that appropriate forums receive timely risk insight and challenge.
- Influence strategic planning, transformation programmes and investment decisions by ensuring risk considerations are fully embedded and aligned to organisational risk appetite.
- Provide credible, independent and constructively challenging advice to senior stakeholders, balancing commercial and operational realities with risk discipline.

Risk strategy

- Act as a strategic advisor to the Head of Risk, providing insight from across the business to inform the development of risk strategy, priorities and framework evolution.
- Identify systemic risks, cross-cutting themes and emerging threats, influencing organisational responses and long-term resilience planning.
- Drive continuous improvement in risk maturity, embedding best practice and innovative approaches across the organisation.
- Maintain strong awareness of regulatory expectations and industry developments, ensuring SNG's approach remains aligned with best practice.
- Support the Head of Risk in interpreting regulatory change and advising on organisational impacts.

Enterprise Risk Management

- Ensure consistent and effective application of the risk management framework across assigned areas, promoting strong first-line accountability.
- Provide expert guidance and challenge to ensure risks are appropriately identified, assessed and managed in line with risk appetite.
- Partner with internal audit, compliance and other assurance providers to triangulate assurance, ensuring a cohesive organisational view of risk.

Independent Assurance & Risk Oversight

- Deliver high-quality second-line assurance, providing independent oversight and challenge of risk identification, assessment, control design and mitigation activity.
- Form and communicate clear, evidence-based risk opinions on key initiatives, including major change programmes, investments and strategic decisions.

- Escalate material risks and control weaknesses, ensuring visibility and appropriate action at Executive and Board level.

Reporting and analysis

- Contribute to high-quality, forward-looking reporting for Executive Committee, Audit & Risk Committee and Board.
- Translate complex risk information into clear, actionable insight, highlighting trends, emerging risks and material issues.
- Influence reporting narratives to support effective governance and decision making at the highest level.

Risk Capability & Culture

- Lead initiatives to enhance risk awareness and capability across SNG, including designing and delivering impactful training, workshops and leadership sessions.
- Champion a positive risk culture that encourages transparency, accountability and informed decision-making.
- Act as a role model for risk excellence and professional integrity.

Training and support

- Provide risk management training and support to colleagues at all levels, including the design and delivery of workshops and learning interventions that enhance risk awareness and build risk management capability across the organisation.
- Enable risk learning through interactive, scenario-based, and digitally-enabled approaches that strengthen risk awareness and capability beyond traditional classroom training.

General

- Role model SNG's values and behaviours, fostering an environment of trust, transparency, inclusion, and employee wellbeing.
- Demonstrate everyone safe and well everywhere, every day by making health and safety a primary consideration in your decision making.
- Participate in learning and development opportunities and activities that develop personal effectiveness and assist in improving performance in the role. Ensure all core and mandatory training is completed and kept up to date.
- Undertake any other duties as may reasonably be required in line with the level of responsibility of the post and to meet the changing needs of the organisation.

Knowledge and Skills:

Essential

- Demonstrable experience in enterprise risk management, including operating effectively as a second line of assurance and applying proportionate oversight and independent challenge.
- Excellent communication, facilitation and stakeholder management skills, with the credibility to influence at senior levels, provide constructive challenge and articulate clear risk opinions.
- High level of integrity, independence and professionalism, with the ability to remain objective and evidence-led when advising and challenging.
- A professional risk management qualification (e.g. IRM).

Desirable

- Experience using risk, compliance or assurance tooling, and the ability to interpret data to produce insight for senior stakeholders.
- Strong organisational and time management skills, with experience supporting strategic planning, programmes or change portfolios.

This is an overview of the job and will be periodically reviewed and updated to ensure that the job description fully reflects the responsibilities required of the post holder.

Version	Job code	Author	Date created/modified	Effective date
1.0	4467	Craig Thornton	25/07/2024	
2.0	4467	Craig Thornton	28/01/2025	
3.0	4467	Emma Dunford	15/04/2026	
4.0		Hannah Gibson	June 2026	