
SHAHINUR I SIDDIQUE

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PROFESSIONAL SYNOPSIS

SENIOR MANAGER – FINANCIAL CRIME COMPLIANCE / KYC OPERATIONS

Certified AML professional with 19 + years of experience in global banking operations, financial-crime compliance, and client lifecycle management. Proven ability to lead large cross-functional teams, transform processes, and enhance quality and governance across multi-jurisdictional AML and KYC programs. Skilled in regulatory adherence, stakeholder engagement, and delivery of managed-services engagements for Tier-1 financial institutions.

KEY LEADERSHIP HIGHLIGHTS

- **Operational Leadership:** Directed 80 + FTE across India (Bangalore & Kolkata) delivering high-quality CDD/EDD reviews for Global Banking & Markets clients.
- **Governance & Quality Management:** Re-engineered Peer QC and CDD Quality Frameworks – improved RFT scores and reduced return rates by over 25 %.
- **Risk & Compliance Excellence:** Acted as Risk SPOC for multiple Global Service Centers – ensured timely closure of audit actions and alignment with Group Risk standards.
- **Stakeholder Engagement:** Built and maintained senior stakeholder relationships across Compliance, Audit, Business Risk Control, and Front Office teams.
- **Transformation & Innovation:** Digitalized assessment frameworks and introduced Quality Health Index (QHI) – standardizing global evaluation and improving analyst performance.
- **People Development:** Mentored team leads and quality managers, enhancing AML competency and career progression through structured training programs.

CORE COMPETENCIES

AML / KYC Compliance • Financial Crime Risk Management • Quality & Governance Frameworks • Process Excellence & Transformation • Client Engagement • Regulatory Adherence • Stakeholder Management • KPI / KRI Reporting • Team Leadership • Audit & Control Oversight • Training & Coaching

PROFESSIONAL EXPERIENCE

HSBC – CIB CLM

October 2011 – December 2025

Current Designation – AVP KYC Operations

- Lead a multi-site team of 80 + FTE across KYC onboarding and periodic reviews for Global Banking & Markets clients.
- Manage end-to-end CDD/EDD process delivery ensuring adherence to Group standards, FATF guidelines and local regulations.
- Serve as Risk SPOC – drive closure of audit issues, monitor KRI/KPI dashboards and ensure control effectiveness across sites.
- Represent India operations in Global Quality and Governance Forums – presenting performance dashboards and remediation updates.
- Spearheaded Peer QC redesign – cut review turnaround time and improved first-time accuracy.
- Owned implementation of Quality Health Index (QHI) and CDD Returns Tracker – resulting in measurable improvement of analyst accuracy.
- Standardized global evaluation methods for KYC analysts and quality checkers via digital assessment framework.
- Liaised with GBM stakeholders (WCS, KYCS Mgmt, Compliance, Audit) ensuring timely issue resolution and business continuity.
- Managed people engagement initiatives including attrition management, career development and performance coaching.
- Generated monthly MI reports, delivered governance presentations and supported special projects for process re-engineering and risk mitigation.

Wipro BPO, Bangalore, India

Lead Analyst

April 2008 – October 2011

- Supervised a 9-member team conducting periodic KYC reviews for global investment banks.
- Ensured AML compliance using databases such as Bankers Almanac and D&B; resolved client data discrepancies and onboarded new entities per policy.
- Delivered process training, quality control reviews and continuous improvement initiatives to enhance productivity and compliance accuracy.

- Partnered with onshore stakeholders to streamline documentation and risk escalation frameworks.
- Led migration of Global 1 and ETD Data processes from UBS, London, UK to Wipro India.
- Authored SOPs, FMEA, and KPI metrics for newly transitioned operations; developed Skill Matrix for cross-training and capacity planning

Deutsche Bank Group, Bangalore, India
Senior Process Executive

May 2006 – April 2008

- Managed confirmation of complex OTC derivatives (swaps, options, exotics and structured products).
- Coordinated with front office and legal teams to ensure trade accuracy and compliance with ISDA definitions.
- Delivered process enhancements for capacity planning and FTE optimization.
- Received multiple performance awards including “Star of the Month” and “Spot Award.”

NOTEABLE ACHIEVEMENTS

- Directed an 80+ FTE across India Best Team Award (2024-25) – for closing Europe ICG Periodic Review milestones.
- Star of the Month & Spot Awards – Deutsche Bank and HSBC for exceptional delivery and leadership.
- Client Appreciation from UBS Operations Head and HSBC Senior Management for service excellence.

EDUCATION

Bachelor of Science (Eco), Calcutta University, Kolkata, West Bengal, 2004.
Certification: ICA International Advanced Certificate in AML